

St Joseph's Nudgee College

Queensland School Annual Report

2025 Data



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Principal's foreword

Introduction

The 2025 academic year saw St Joseph's Nudgee College proudly commemorate its 135th year of operation. Being a Catholic boarding school for boys rooted deeply in the traditions of Blessed Edmund Rice, our staff steadfastly continue to promote the virtues originally impressed upon boys by the Christian Brothers. When Br Patrick Ambrose Treacy founded the College, he laid out the hope that young men would be provided with genuine faith, rigorous formation, and boundless opportunity. I am exceptionally proud to report that throughout the 2025 school year, the boys in our care were provided with each.

During 2025, we acknowledged two profound transitions within our community. After eight years of unwavering service, including six years as Chair, Br Damien Price stepped down from the College Advisory Council. Furthermore, we bid a heartfelt farewell to Sr Glenda Elliott, who retired after an extraordinary 29 years as our beloved College nurse. Generations of Nudgee men, especially our boarders, have been the beneficiaries of her care, warmth, and expertise.

To further strengthen our vast organisation, where over 900 staff work in full-time, part-time, casual, contract, or volunteer capacities, we concluded 2025 with collaborative sessions to develop our School Improvement Plan for 2026. Overwhelmingly supported by our community, this plan focuses heavily on consistency and collaboration, ensuring adherence to policy, procedure, and practice across the College.

Defining "success" is an increasingly difficult task given the breadth of options available to students today. Nudgee is blessed to offer a wide range of opportunities in the academic space, allowing students to attain their Queensland Certificate of Education through both ATAR and non-ATAR pathways.

The application of our high standards was overwhelmingly evident when reflecting upon the Year 12 results from 2025:

College Dux: Lucian De Wet achieved a phenomenal top ATAR of 99.95.

High ATARs: 20% of our boys achieved an ATAR over 95, and 32% achieved a rank over 90.

Alternative Pathways: Close to 50% of the cohort studied a non-ATAR subject.

Vocational Qualifications: 108 students successfully obtained at least one Certificate I, II, III, or a Diploma.

Hands-on Experience: 8 students actively worked through a school-based apprenticeship.

In short, the achievements in 2025 were outstanding. However, our Learning and Teaching staff continue to look at ways to further improve our results, setting our boys up with the best possible launch pad into their post-Nudgee life.

2025 saw our College maintain its broad scope of offerings in the social justice space. Students volunteered innumerable hours across the year to honour the vital Touchstone of Justice and Solidarity. Nearly 200 individuals, including boys, staff, and parents, took time out of their busy schedules to serve. By BBQing, baking, and serving, they treated those on the edge of our society, including those experiencing homelessness or severe health conditions, with dignity, respect, and love. I have challenged the students in 2026 to use their privileged position at Nudgee College to continue giving back to the less fortunate.

Throughout 2025 and into 2026, our enrolments have remained very healthy, with 1,735 students commencing the 2026 academic year. Of this, we have 285 boys in the Junior School and 320 boarders, bringing our boarding community to full capacity.

While our extensive waiting lists and prospective family interest ensure we are financially viable, increased operational, utility, and insurance costs forced the school to increase fees by 8% from 2024 to 2025. The College Leadership Team and College Advisory Council are deeply conscious that this drifts us further from Blessed Edmund's original premise of educating the poor young men of Waterford. Therefore, arms of the College such as the Foundation play an absolutely vital role in continuing to support families who may not comfortably afford a Nudgee education.

Culturally, 2025 was a magnificent year. Alongside the incredible success of our NC Arts Festival and numerous public performances, our community was treated to a spectacular school musical production of *The Wiz*. This vibrant artistic culture was complemented by the Cultural Tour of Europe held over the Easter break.

The same enthusiasm was evident across our sporting and extracurricular activities. The end product was lots of happy students proudly representing the school they love, culminating in an impressive four GPS premierships and championships (Swimming, Volleyball, Football and Rugby).

A place like Nudgee relies heavily on the generosity of those who feel deeply about the school's success. The continued enhancement of the Nudgee College Old Boys Association, our Parent Support Groups, the Arts' Committee, Ladies Auxiliary, Past Mothers' Association, and the NC Alma Mater group are the true embodiment of the Nudgee Spirit that, as the students say, never sleeps.

As we move forward into a new phase of Nudgee's vast history, I hope you share my sense of excitement. I have repeatedly said to our students and staff that any organisation that acts or feels like they have summited the mountain only has one way to go. We are a highly inclusive and diverse community of over 1,700 students with so much to be proud of, but collectively, we will always strive to be even better.

Scott Thomson
Principal

Our students

School Profile

Coeducational or single sex: Single Sex (Male)

Year levels offered: 5 – 12

Religion: Catholic School in the Edmund Rice Tradition

Total student enrolments for this school for 2025:

Total Enrolments	Enrolments End of Year	Enrolment Continuity (Feb – Nov)
1731	1710	99%

Characteristics of the student body:

St Joseph's Nudgee College is a Catholic day and boarding school for boys conducted by Edmund Rice Education Australia. Our policy and practice is informed by the Charter for Catholic Schools in the Edmund Rice tradition.

Our mission is to inspire young men to live justly, igniting in them faith, compassion and a love of learning. We celebrate our diversity and work together to create an environment where every person is respected. We encourage our young men to strive in the spiritual, academic, social, personal, cultural, and sporting aspects of life. Faithful to the vision of Edmund Rice, we hold a special concern to act justly and with compassion, especially towards those most in need. For over a century, our College community has been based on Catholic faith, service to others, loyalty and friendship in day and boarding contexts. In Jesus our brother, we are determined in our struggle to uphold, communicate and nurture the values of the Gospel.

Our goal is that each member of our community will become for the world Signum Fidei – a Sign of Faith.

School Disciplinary Absences

Disciplinary Absences	Count of Incidents
Short Suspensions - 1 to 5 days	157
Long Suspensions - 6 to 20 days	0
Exclusions	0
Cancellations of Enrolment	0

Our curriculum

Our distinctive curriculum offerings

Years 5 to 9	Year 10	Years 11 and 12
Religious Education (Core Studies)	Study of Religion Religion & Ethics	Study of Religion Religion & Ethics
English (Core Studies) English Honours (Extension Yr 9) English Essentials (Core Studies Yr 7-9)	English English Literature Essential English	English Literature English and Literature Extension English Essentials
Mathematics Mathematics Modified Delta Mathematics (Extension Yr 8-9)	General Mathematics Essential Mathematics Mathematics Methods Specialist Mathematics	General Mathematics Essential Maths Mathematics Methods Specialist Mathematics
Science	Physics Chemistry Biology Agricultural Science	Physics Chemistry Biological Science Agricultural Science
Humanities (Core Studies)	History Philosophy Geography	Modern History Philosophy and Reason
Law & Citizenship (Year 9) Business & Economics (Year 9)	Economics Legal Studies Accounting Business	Economics Legal Studies Accounting Business
Art Drama (Years 7-9) Music	Visual Art Drama Music	Visual Art Visual Arts in Practice Drama Music Music Extension
Health & Physical Education	Physical Education Fitness, Sport and Rec	Physical Education Sport and Recreation
Japanese	Japanese	Japanese
Digital Technologies (Yrs 8-9) Design Technologies (Yrs 8-9) Technology (Yrs 6-7) Engineering Principals & Systems (Yr 9)	Digital Solutions Design Industrial Technology Skills Engineering (Technical)	Digital Solutions Design Engineering
	Business – Cert II	Diploma of Business
	Construction Engineering (Metal Fabrication)	Construction Cert II Engineering Cert II Aviation – Remote Pilot Cert III Electrotechnology Cert II Creative Industries Cert II Rural Operations Cert II Sports Coaching Cert II & III (Yr 11) Fitness Cert III (Yr 12)

Our extra curricular programmes

The College provides extensive opportunities for students to participate in extracurricular activities at their level and within their areas of interest. Participation is encouraged and this participation forms an important aspect of the social and school community engagement for students.

Through sporting and cultural activities we foster and promote **respect, commitment, resilience** and **enjoyment** in all that we do.

St Joseph's Nudgee College is a member of the Greater Public Schools Association of Queensland and most activities are conducted within the association.

Each of our extra curricular programmes aim to provide opportunities for participation and individual development for our students, with the highest standard of coaching and student-athlete support. The success of our programmes cannot be isolated to our placing on the Championship or Premiership ladder. Rather, our GPS competition provides the vehicle by which we develop our students; through their engagement in a common goal.

Our activities programmes

Sporting Activities	Cultural Activities	Other Activities
Basketball Cricket Cross Country Football Rowing Rugby Swimming Tennis Track & Field Volleyball	Art Club Chess Debating Drama Extension (Scene Project, QLD Shake Fest) Esports Instrumental Music tuition Music Ensembles (bands, orchestras, choirs, drumline) Musical Theatre production Theatresports Technical Production Crew Writers' Circle	Cattle Club & Show Team Strength & Conditioning AFL Schools Cup participation (non GPS - Primary & Junior only) Robotics Tournament of the Minds

Our social justice programmes

Social Justice
Big Brekky Program (Yr 10 - 12) ECM Program (Yr 10 - 12) Veridian Nursing home " Scrabble and Chat " (Yr 7-12) House Charities Immersion program (All of Yr 9) Tabgha program (All of Yr 10) Project Compassion ERA for Change advocacy committee (Social Justice and Advocacy Group) (All Years) Includes projects such as Lantern Parade and Detention for Detention (refugees) and Stella Fella (human trafficking, respectful treatment of women etc) Various fundraisers, appeals and events Zillmere Jabiru Kids (Yr 7-9) Holt Bolt (Yr 7-12) Working with Aspley Special School Lenten project (Yr 5-6) Month long challenge during Lent Refugee learn to swim program (Yr 7-12) Leaders BBQ for Charity (Prefects, weekly lunchtime BBQ) Ecumenical Coffee Brigade - Sandwich making for people on the streets (Yr 8) 139 club - Food drive plus weekly leftover bread, sausages and eggs from Big Brekky MDA Work and Welcome program for refugees (staff) Vic's Cafe (Yrs 9-12)

Our social climate

St Joseph's Nudgee College social climate is characterised by its broad enrolment policy, extensive student formation program and robust and energetic house pastoral care structure. Our model of care is an ends-based approach where we look to identify those character, value and faith traits that we would like to see embodied in our graduates and then work to ensure that formal and informal avenues are available to students in their time at the College from Years 5 – 12 to discover and develop these traits and talents. These traits include: A strong understanding of faith and Catholic values, honesty, integrity, a sense of justice and means for action, commitment to academic achievement, focus on effort, respect and cooperation and a commitment to ensuring all dealings treat people with justice and dignity. These are highlighted as a visual representation through our pastoral care star, with faith sitting in the centre and our values forming the points of the star.

The College enrolment sees a wide cross-section of students from a multitude of cultures and socioeconomic groups. Culturally we have significant student population groups from Papua New Guinea, First Nations Australia, and the Pacific Islands. Combined with a boarding fraternity of students from regional Queensland towns and cities, this diversity is a wonderful strength in the community and one which sees attitudes shaped, changed and challenged as students journey through the school. Socio-economically we have a similarly diverse population. This diversity brings its own challenges, but these are proactively managed and remain a source of strength in the breadth of our community. What has been built is a culture that is very accepting of difference and where issues of bullying and harassment, while still in existence, are largely reported and worked through with House Deans and Heads of Boarding House.

A school's social climate is heavily reliant on the quality of the relationships in the school, how they are nurtured and how negative relationships are discouraged and challenged. The College bullying and harassment policy is a living document that is under constant review by the Student Formation team. It is a well-developed and clear document that is used to guide how issues of disharmony are addressed. The document draws on the research and practice of Ken Rigby and Mark Dobson to guide the proactive discouragement of bullying and negative relationships as well as inform individuals and groups on how to best deal with negative social situations. The Directors of Students and House Deans are central to this process. Boys rely on and live the Nudgee spirit and are encouraged to become our motto, 'Signum Fidei', a sign of faith in all aspects of their lives.

Our Student Formation program is developed and written by the Student Formation team with a goal of developing the whole man. Our focal point of the past 12 months has been promoting positive education strategies so that boys develop not only the social-emotional skills to be successful but also the positive outlook to develop resilience and an attitude of faithfulness, self-belief and self-efficacy. Each week in Lesson 1 on Friday the entire school and all teachers are timetabled to teach student formation. Our staff's understanding of the importance of their role in the holistic formation of our young men has been highlighted and all have taken up the challenge of pastoral leadership in delivering our bespoke formation program to students. Our House Deans also have the chance to be present and team-teach topics across year levels at various times of the year.

In this manner, we have continued to enhance one of the most distinctive and strongest aspects of the Nudgee cultural and pastoral life. It works in close partnership with the College Mission & Identity team to ensure that the spiritual element of our young men's growth is encouraged and nurtured. Fully incorporated into this program are the retreat, immersion and Kairos programs from Years 5 to 12.

Our social climate (continued)

Year	Term(s)	Topic
7	1	SOS Goal Setting Interviews Positive Foundations in High School and Growth Mindset Year 7 Camp Collaboration with St Ritas
	2	Showcase Emotional Regulation Positive relationships
	3	SOS interviews Wellness week Positive Mindset Development
	4	Online behaviour
8	1	SOS Interviews Managing stress and mindfulness
	2	Showcase Addictive behaviours and vaping
	3	SOS interviews Wellness week Healthy lifestyle choices and body image
	4	Team building and working with others Year 8 Camp Interhouse Tuckekoi Rules competition
9	1	SOS Interviews Critical media literacy
	2	Showcase Online dangers (sextortion/deepfakes)
	3	SOS interviews Wellness week Risky behaviour and substance use Immersion
	4	Healthy relationships
10	1	SOS Interviews Sexual health and relationship education
	2	Showcase Pathways Preparation Tabgha Program
	3	SET Plans and career planning Wellness week Masculinity
	4	First jobs and budgeting
11	1	Coping and Succeeding in Senior School
	2	Showcase Road safety Mental habits and health
	3	Wellness week Practical Leadership for all and Leadership selection
	4	Planning for Senior Year
12	1	Healthy relationships Wellness week
	2	Kairos Retreat Showcase Mental Health
	3	Financial literacy

Student formation, however, is not something limited to a lesson. Throughout our professional development opportunities, staff meetings, gatherings and assemblies staff are reminded that every interaction they have with a student of St Joseph's Nudgee College is an opportunity for formation, to influence growth, and in turn the social climate of the College.

Staff are also provided targeted support and professional development in up-to-date and research-backed pastoral care strategies. In 2025, the introduction of the Three R's behaviour management process has been central to this. This new initiative has provided a common language and consistent approach to the way in which behaviour is identified and managed across the college and has led to a measurable improvement in classroom climate as reported by both staff and students in surveys conducted across the year.

At Nudgee we believe the parent community is very happy with the care and concern shown for the boys. This is perhaps best expressed by the level of support shown during our house family functions such as house bake sales, breakfasts, dinners and family nights. At these events parents and their sons are invited to socialise and enjoy each other's company and that of our staff.

Our pastoral and disciplinary conversations are based on the principles of Restorative Justice where we continue to focus on Positive Behaviour strategies, promoting a collaborative yet highly accountable discussion where the key question is "what needs to happen to make things right?". St Joseph's Nudgee College actively encourages students to take safe risks; when an error is made, a student is given the opportunity to rebuild trust. Our pastoral approach is based on high expectations and high support. We set unapologetically high expectations of our students, while also ensuring that all the support and structure they need to meet those expectations are in place for all. We are patient and tolerant as we seek to develop their sense of self-worth and self-discipline, while encouraging both responsibility and accountability.

Our parental involvement in their child's education

St Joseph's Nudgee College offers parents many opportunities to be involved in their boy's education. They are able to access current information on the College Parent "Lounge" website and via a Parent "App". This includes subject information, course outlines, assessment calendar and an up to date view of their son's results on assessment tasks via our online learning management system. Reporting is done at the completion of terms 1,2,3 and 4. Learning and Work Habits are reported each Term and academic results are reported each Semester. Parent Teacher Conferences are offered twice a year for parents.

Each year, Parent information evenings are held as well as subject selection evenings to disseminate to parents current information for their son's year of study ahead or to provide accurate information to enable subject selections for the following academic year. As well as this, regular contact is made between parents and teachers either by phone, email or face to face contact.

Our student attendance

- The average attendance rate for the whole school as a percentage in 2025 was 92.7 %.
- Student attendance for each year level:

Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
95.2 %	93.9 %	95.3 %	95.1 %	94.4 %	95.3 %	91.2%	81.2 %

How non-attendance is managed by the school

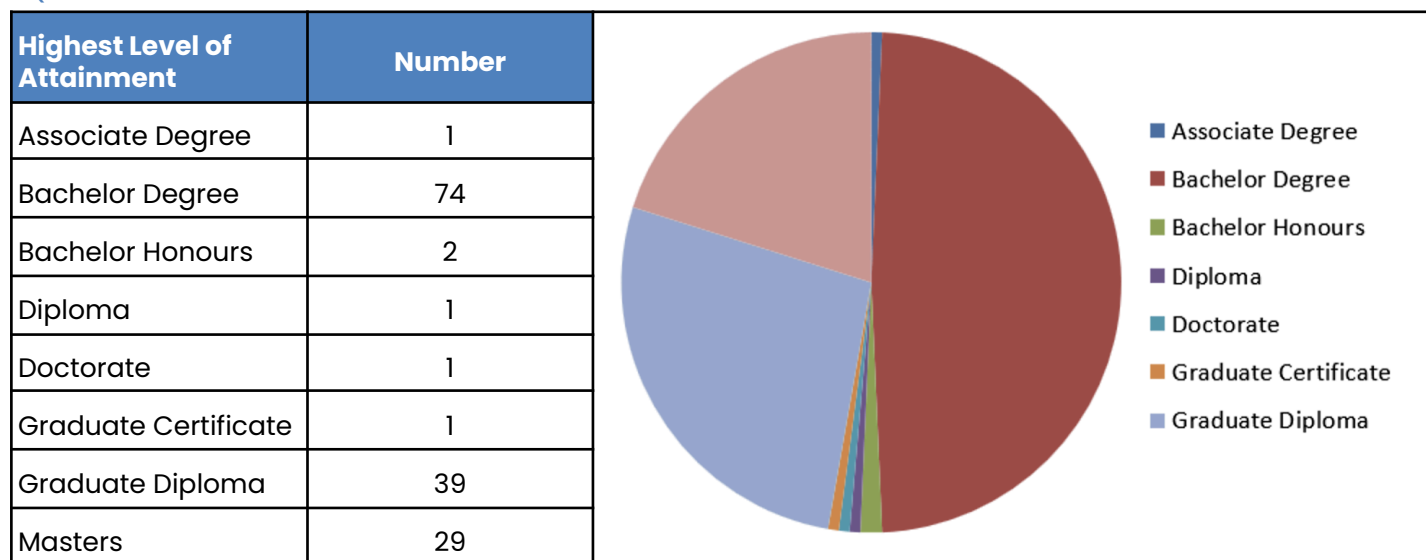
Rolls are marked every lesson online. Parents are phoned should a student not report in for the first period of the day. House Deans follow up any suspicious absentees and liaise with parents to verify. All students absent for extended periods of time are tracked by the school and parents.

Our Staff

Workforce composition

	Teaching Staff	Non-Teaching Staff	Indigenous Staff (self-identified)
Headcounts	148	124	0
Full-time equivalents	144	104	0

Qualifications of teachers



Expenditure and teacher participation in professional development

The total amount of funds expended on teacher professional development in 2025 was \$217,673.39.

The major professional development initiatives were as follows:

- Tom Bennett - Running the Room workshop and purchase of texts
- EREA Code of Conduct and Child Safeguarding presentation/workshop - Shannon O'Gorman and Peter Simpson
- New staff induction sessions - held 3 times a term to support ongoing onboarding
- EREA Catalyst study tour Canberra
- Steplab Intensive Coaching workshops
- Write that Essay - Fluency and Vocabulary development continued plus teacher training in sentence structures
- Youth Mental Health training
- Identity Formation - EREA Formation courses, Retreat masterclasses, Service Learning Masterclasses
- Continuation of PLC culture - various speakers
- NCCD workshops - Disability Standards for Education modules online
- National School Improvement tool workshops
- Adolescent Success Webinars and Study Tour
- Lawsense workshops
- Early Career Teacher Programs - EREA
- Student Formation team PD - The Hatchery
- Tessa Opie/Cam Fraser - In your skin - Sexuality and Masculinity presentation
- Edmund Rice Education Australia Immersion experiences
- Leadership Development - Brown collective (HoF group Leadership Challenge)
- Child Protection Updates and guest speakers
- First Aid Training
- QCAA workshops - Quality Assurance and Endorsement, External assessor and marker workshops
- Upskilling VET staff - TAE qualifications, various certificates to offer VET courses

The involvement of the teaching staff in professional development activities during 2025 was 100 %.

Average staff attendance

For permanent, temporary staff and school leaders the staff attendance rate was 94% in 2025.

Proportion of staff retained from the previous school year.

From the end of the 2024 school year, 89 % of staff were retained by the school for the 2025 school year.

Our NAPLAN achievement – Years 5, 7, and 9

National Assessment Program – Literacy and Numeracy (NAPLAN) results – our reading, writing, spelling, grammar and punctuation, and numeracy results for the Years 3, 5, 7 and 9.

The [MySchool Website](#) may be used to analyse further trends for individual schools. The 2025 results for Nudgee College are shown below.

	Reading	Writing	Spelling	Grammar	Numeracy
Year 5	502	488	490	501	521
Year 7	553	554	544	553	574
Year 9	575	589	567	563	598

Our attainment and achievement – Year 12

Apparent retention rates Year 10 to Year 12.

Year 12 student enrolment as a percentage of the Year 10 student cohort.	103.5 %
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Outcomes for our Year 12 cohort of 2025

Number of students receiving a Senior Education Profile.	236
Number of students awarded a Queensland Certificate of Education (QCE)	234
Number of students awarded a Queensland Certificate of Individual Achievement (QCIA)	0
Number of students awarded an International Baccalaureate Diploma (IBD)	0
Number of students receiving a Senior Statement only	2
Number of students awarded one or more VET qualifications	136
Number of students who are completing/completed a school-based apprenticeship or traineeship (SAT)	12

Vocational Educational Training qualification (VET)

Number of students awarded certificates under the Australian Qualifications Framework (AQF).

VET Certificate I	VET Certificate II	VET Certificate III	VET Certificate IV	VET Diploma	Advanced Diploma
1	89	44	1	71	0

Our satisfaction standards

10 Point Satisfaction Scale (1=Low, 10=High)



Our School income breakdown

Description	Percentage
School Fees	60 %
Other Fee related income	4 %
Private Income	10 %
State Government Recurrent Grants	7 %
Commonwealth Government Recurrent Grants	19 %
Total Recurrent Income	100 %

Post-School Destination Information

In 2026, 97.6% of Year 12 completers from St Joseph's Nudgee College were engaged in education, training or employment in the year after they completed school.

Of the 165 respondents, 79.4% continued in education and training. The most common study destination was a bachelor degree.

A further 18.2% transitioned directly into paid employment only.

All Year 12 completers were assigned to a main destination. Respondents who were both studying and working are reported as being in education or training, including apprentices and trainees.

Main Destination in 2026

