



Enrolment Policy

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Version	Date	Notes
1.0	January 2017	Initial Policy
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2.0	February 2023	Reviewed enrolment process due to change in enrollment policy, updated legal framework

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1. INTRODUCTION

Greenacre Christian College seeks to enrol children of families who wish to see Biblical principles and Christian values supported in their child's learning. The College is founded on such principles and values and so encourages the fullest possible development of the spiritual, social, intellectual, cultural and physical potential of each student. The motto of Greenacre Christian College is *A Purpose and a Future*.

The College is a ministry of Greenacre Baptist Church. It is a Christian school for boys and girls from Kindergarten to Year 12.

While the College was primarily established to support Christian parents in the education of their children, the College welcomes enrolment applications for children from families who are supportive of the College's purpose, principles and values, irrespective of the faith, race, sexual orientation, gender identity or intersex status of the child or the child's family.

While the College does not suit all children, there is no reason in principle that children with disabilities cannot become students at the College. Indeed, the College has since its inception enrolled many students with disabilities.

This policy gives guidance to those within the College community and to those who would join it concerning enrolment criteria and procedures. While the policy is as comprehensive as possible, there will inevitably be some situations which are not specifically covered. In such instances, it is the Principal's responsibility to decide the appropriate course to take in the circumstances.

2. CHRISTIAN RATIONALE

God gives the care and raising of children to parents, within the support of the community. Start children off on the way they should go, and even when they are old they will not turn from it. (Proverbs 22:6, NIV).

Parents' choice of Christian education for their children honours the State and Federal government education authorities for standards in education and provides a Christian worldview that recognises the sovereignty of Christ. God's Word to parents is that children should be well-trained in the commandments He gives. Impress (these commandments) on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up. (Deuteronomy 6:7)

The development of a Christian worldview in education is the College's mandate to partner with parents in the formation of young people of Christian character who will be effective leaders in their community. The decision by parents to enrol their children in the College is to assist them to fulfil their duty in raising children who will love God and love their neighbours through applying themselves to make the most of their schooling experience.

3. PURPOSE

The College's philosophy is grounded in Biblical principles, values and beliefs. The purpose of this document is to set out the policy and procedures of the College in relation to enrolment of students. It includes:

- the selection criteria for enrolling new students;
- the procedures to be followed to ensure procedural fairness in the assessment of enrolment applications;
- administrative procedures.

4. LEGISLATIVE FRAMEWORK

The provisions described in this policy are informed by the constraints outlined in the following legislation:

- *Disability Discrimination Act 1992 (Cth) and the Disability Standards for Education (2005)*
- *Sex Discrimination Act 1984 (Cth)*
- *Race Discrimination Act 1975 (Cth)*
- *Anti-Discrimination Act 1977 (NSW)*

This legislation makes it unlawful to discriminate against a person on the grounds of their disability, sex, sexual orientation, gender identity, intersex status or race by refusing to enrol them at the College. The College is committed to fulfilling its obligations under the law in this Policy.

5. TABLE OF RESPONSIBILITIES

This policy is to be read in conjunction with related Greenacre Christian College policies as stated in this policy.

Responsibilities	Evidence of Compliance
Principal	
Ensure compliance with procedures set out in this document	Enrolment records
Ensure all relevant people are aware of these processes and policies	Staff meetings; emails
Approves all student enrolments	Signed enrolment record
Maintain Register of Enrolment	Edumate
Business Manager	
Report to the School Board on enrolment trends	Board reports
Registrar	
Promotion of the school to potential enrolling families	Advertising materials and digital communications; Enquiries
Receive and process enrolment enquiries and applications	Digistorm Funnel CRM (<i>Edumate</i>)
Co-ordinate enrolment interviews	Calendar
Maintain enrolment documentation	Digistorm Funnel CRM (<i>Edumate records</i>)
Advise administration and teaching staff in preparation for new enrolments to the College	Email
Process new enrolments	Edumate records
Interview Panel	
Assess enrolment applications: <ul style="list-style-type: none"> • with regard to the criteria and priorities outlined in this policy and procedures document • equitably, to assist parents to make the best decision for their child's schooling 	Interview Records

<ul style="list-style-type: none"> make a decision about each application 	
Co-ordinators/ Teaching Staff	
Preparations for the incoming student	<i>Edumate</i>
Parents and Students	
Comply with the Terms of Enrolment	Signed Enrolment and Fee agreements Signed Student Code of Conduct Signed Parent Code of Conduct
Provide to the school all information required	School records
Inform of any changes to information	Record of notice; updated files
Maintain fee payments	Fee Statements

6. DEFINITIONS

Throughout this policy, unless the context requires otherwise:

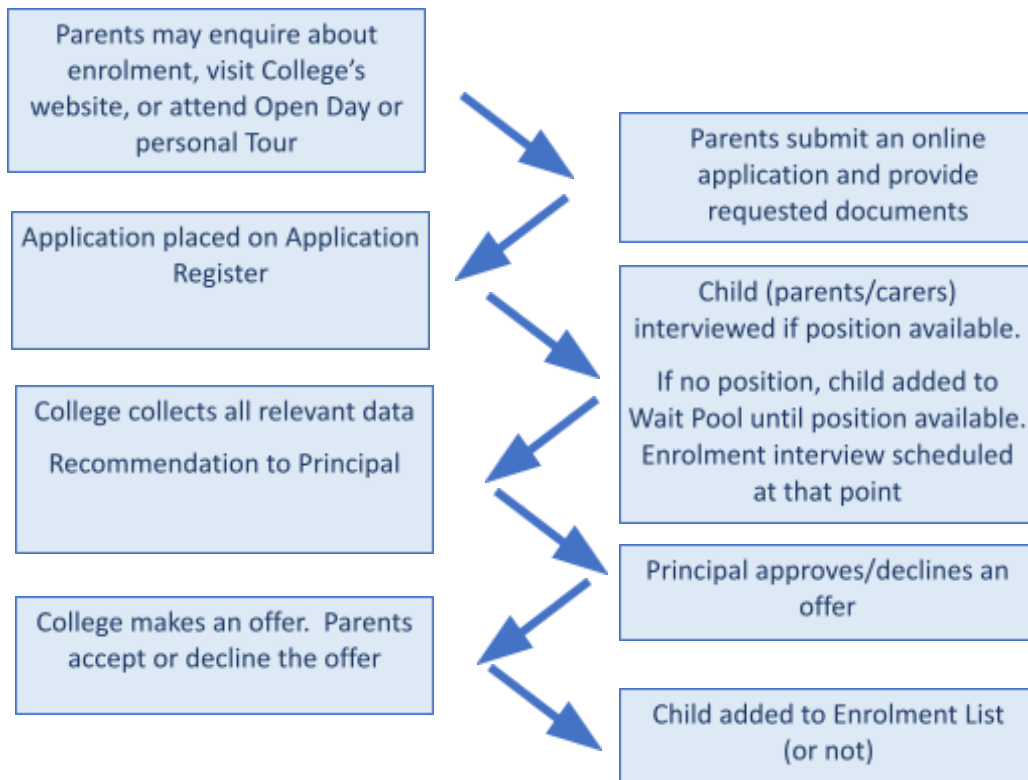
- **Application Register** means the register of families who have applied for a place for a child in the school. They are awaiting an enrollment interview.
- **Disability**, in relation to a child, means:
 - total or partial loss of the child’s bodily or mental functions; or
 - total or partial loss of a part of the body; or
 - the presence in the body of organisms causing disease or illness; or
 - the presence in the body of organisms capable of causing disease or illness; or
 - the malfunction, malformation or disfigurement of a part of the child’s body; or
 - a disorder or malfunction that results in the child learning differently from a child without the disorder or malfunction; or
 - a disorder, illness or disease that affects a child’s thought processes, perception of reality, emotions or judgement or that results in disturbed behaviour.
 and includes a disability that:
 - presently exists; or
 - previously existed but no longer exists; or
 - may exist in the future (including because of a genetic predisposition to that disability); or
 - is imputed to a person.
- **Enrolment Register** is the register a school is required by law to keep of all enrolled students. A child is placed on this register following an application, enrolment interview and the offer by the school and acceptance by the parents, of a place in the school.
- **Parents** includes guardians or any other person who has applied to have a child enrolled at the College and, where the child has only one parent, means that parent.
- **Wait Pool** means the pool of students who have applied but for whom there is no current vacancy in the Year level applied for. They are waiting for a vacancy to occur and to be called for an enrolment interview.

7. POLICY

- The College, when considering making offers of a place at the College, may have regard to school-readiness, availability of places and, if places are limited, the priorities set out in this policy.
- An application to enrol does not guarantee a place at the College.
- The College will maintain an Enrolment Register.

- d) The College collects information required by legislation, regulations and for the purpose of providing education to students.
- e) The information collected, used and disclosed by the College is subject to the Privacy Act, and will be managed by the College in accordance with the Australian Privacy Principles.
- f) The College reserves the right to alter this policy from time to time.

8. ENROLMENT PROCESS



9. ENROLMENT PROCEDURES

9.1 New Enquiries

The College will make available on its website:

- a) information about the College;
- b) general information about eligibility for enrolment based on this policy;
- c) the procedure for applying to enrol a child at the College;
- d) information about school fees and discounts;
- e) the Enrolment Conditions.

9.2 Application Register and Wait Pool

The Principal through the Registrar is responsible for the maintenance of the Application Register and Wait Pool for entry to the College.

Entrance to the College is primarily in Kindergarten and Year 7. Entrance at other Year levels is limited to vacancies which may occur from time to time. Entrance may be accommodated at any time throughout the school year depending on circumstances.

The name of a child will be entered on the Application Register when the child's parents return:

- a) the Application Form;
- b) a non-refundable Application Fee of \$50;
- c) a copy of the child's birth certificate;
- d) a recent photo of the child (digital or hard copy);
- e) copies of the child's last two school reports and NAPLAN results (for Years other than Kindergarten, Year 1 and Year 2);
- f) the name and mobile number of two referees the College can contact to support the application for enrolment. If the family applying is involved or affiliated with a Church, please provide the name and mobile number of your pastor as one of the two referees being supplied;
- g) all medical, psychological or other reports about the child in their possession or control; and
- h) other information about the child which the College considers necessary.

If further information to support the enrolment application is required by the College, the Registrar will seek this information prior to an enrolment interview.

Should a Year level be full, the child will be entered on the Wait Pool for that Year and an enrolment interview offered should a place become available.

Failure to provide all required information may result in the College declining to enter the child's name on the Application Register or Wait Pool or delaying such entry and may also result in the College declining or delaying the child's enrolment.

9.3 Interview

The College will undertake an enrolment interview at a time decided by the College after a child's name has been entered on the Application Register.

At the interview, among other things, the College's representative will:

- a) seek to establish that the expectations and commitments of the parents are consistent with the College's Christian vision, values, and goals, and with the policies and resources of the College;
- b) inform the parents of their responsibility to the College in relation to fees.

The parents must pay for any assessments or reports which are required from non-school personnel (if applicable).

In considering all prospective enrolments, the College may ask parents to authorise the Principal or the Principal's delegate to contact:

- a) the Principal of the child's previous pre-school or school to obtain or confirm information pertaining to the child or the child's enrolment;
- b) any medical or other personnel considered significant for providing information pertaining to the child's needs.

Where information obtained by the College suggests:

- a) the family are willing to support the Christian character of the College and its policies and practices and
- b) the child does not have a profile of wilful misconduct, illegal activities or strong anti-social behaviours that indicate that the child's enrolment at the College is likely to be detrimental to other students, the staff or the College; and
- c) the College believes it can provide an appropriate level of academic support for the progress of the child with or without reasonable adjustment and
- d) the parents are able to meet the financial commitment required by having a child at the College,

the enrolment will normally proceed. Should any of these conditions not be met, the Principal may decline to offer enrolment notwithstanding that the child may be a sibling of a current student.

Following the enrolment interview and the collection of all relevant information, the child will be offered a position, placed on a Wait Pool, or declined a position.

9.4 Disability (Section 16a)

Where it has been noted on the enrolment form and during the enrolment interview, that a child has a disability, or it has been identified that a child may benefit from additional support, the College will undertake a comprehensive planning process to better understand the child's needs. This will include consultation with the child and/or the child's parents. In addition, the Principal or delegate may:

- a) require the parents to provide medical, psychological or other reports from specialists outside the College; and/or
- b) obtain an independent assessment of the child (at the Parent's expense).

Where information obtained by the College indicates that the child has a disability or additional needs, the Principal or their delegate will seek to work in collaboration with the family to identify appropriate adjustments that would assist the child to participate in the College's courses or programs or to use the College's facilities or services.

Where the Principal determines that the enrolment of the child would require some such adjustments, the Principal or delegate will seek to identify whether those measures or adjustments required are reasonable in that they balance the interests of all parties affected.

9.5 College Reserves Rights

The College reserves the right not to offer any child a place at the College or to defer the offer of a place to any child in its discretion but particularly when the parents, having been aware of their child's specific educational needs or misconduct, decline to declare those needs or conduct or to withhold relevant information pertaining to their child or appear unsupportive of the Christian character and practices of the school.

9.6 College's Considerations

When considering making offers of a place at the College, the College gives preference to:

1. children of families attending the church jointly connected to GCC in ministry;
2. siblings of students from church affiliated families already at the College;
3. children of staff members of the college.
4. children from church affiliated families;
5. children from other Christian schools
6. children of former students of the College;
7. siblings of students from non-church affiliated families already at the College.

The College also considers:

- evidence of a place at a similar Christian school elsewhere;
- a student's willingness and ability to contribute to the wider life of the College;
- evidence of good leadership and good character
- the date of lodgement of the Application for Enrolment; and
- the social, emotional and academic balance of the wider class

9.8 Offer and Enrolment Register

At the satisfactory conclusion of the interview process, the College may make an offer to the parents to enrol the child. To accept the offer, the parents must within twenty-one days of receiving it deliver to the College:

- a) the Acceptance Form which includes acceptance by the parents of the then current Conditions of Enrolment;
- b) the non-refundable Enrolment Fee of \$250 indexed annually to CPI from 2023;
- c) Enrolment Information Form (as applicable).

Failure to reply within the required time may result in the position being re-offered where other children are waiting for entry to the College.

Once the offer is accepted through the Acceptance Form and the Enrolment Fee is paid the child is added to the Enrolment Register.

9.9 Offers for Provisional Enrolment

Where circumstances give rise to uncertainty on the part of the Principal, a provisional enrolment may be offered for a child for a set period of time.

Conditions applying to such provisional enrolment will be set out in writing. In these cases, either the parents or the Principal may terminate the enrolment with seven days' notice. In such circumstances, enrolment deposits will be refunded, and fees will be adjusted to cover the period of enrolment only. No penalties will apply.

This provision will not be applied in the case of children with a disability.

10. ENTRY AT THE START OF KINDERGARTEN

10.1 Normal Entry

Students who turn five years of age on or before 30 April of the proposed year of entry are eligible to commence Kindergarten.

As a part of the enrolment process, all children will undertake a "Kindergarten Readiness Assessment". If parents have already indicated specific learning needs, an alternative and/or additional assessment process may be required.

In respect of any prospective enrolment, the College reserves the right to have members of its staff visit the child's preschool, early intervention centre or (with the parents' agreement) the home, to more accurately assess the learning needs of the child.

10.2 Early Entry

Early entry to Kindergarten for a 4-year-old whose 5th birthday falls after 30 April of the proposed year of entry, may be accepted, subject to:

- a) a written application being addressed to the Principal;
- b) there being vacancies after all other children, who will have attained the age of five years before 30 April, have been offered places;
- c) the Head of Primary's (or delegate) assessment of the child concerned confirming that he or she is ready for admission to Kindergarten.

APPENDIX 1 - KINDERGARTEN ENROLMENT PROCESS

Kindergarten is a major enrolment annually for the college. An annual process must be undertaken so parents receive notification of the success of their application in a timely manner.

Pre enrolment years

Parents may register their interests in enrolling their child in the college. This should be done by filling in an online enquiry. These enquiries will be placed in a wait pool.

The Year Before Enrolment

1. 12 months before a student is due to start kindergarten, the registrar will contact prospective parents and invite them to submit an online application form as described in [section 9.2](#). All applications must be completed by April 30.
2. Registrar¹ will sort through applications according to the college's enrollment policy. See [section 9.6](#) Registrar will meet with the Principal and make recommendations who should be interviewed. Interviews will be conducted in May. The enrolment pathway for this interview pool will have slightly different pathways depending on where they are .
 - a. For families who are not affiliated with a church i.e. have not submitted a Minister's/Pastor's reference.
 - i. Interviewed by a pastoral care panel. The panel will make recommendations to the Principal who should progress to an interview with the Principal.
 - ii. Families who do not progress to the next stage are reinvited to submit a pastor's reference.
 - b. For new families (regardless of preferences)
 - i. Interview with Principal
 - ii. Children are screened for school readiness by college teaching staff.
 - c. For siblings who are affiliated with a church
 - i. Children are screened for school readiness by college teaching staff.
3. Once all families have been interviewed from the enrolment interview pool, a panel will be convened by the Principal consisting of the Head of Primary and the Enrichment Coordinator. This panel will then decide which candidates will receive an enrolment offer. See [section 9.6](#).
4. Registrar will send enrolment offer letters from selected families. Families have two weeks (10 business days) from date of enrolment offer to accept offer by:
 - i. returning the signed Acceptance Form which includes acceptance by the parents of the then current Conditions of Enrolment;
 - ii. paying the non-refundable Enrolment Fee.
5. If the College still has places available after all first round offers have expired, second round offers will be made to families who have missed out. The principal reserves the right to reserve places to be filled at a later date.

¹ Registrar should set the interview schedule so that all acceptance of enrollment first offers have expired no later than 1 week before term 2 ends.

APPENDIX 2 - CONDITIONS OF ENROLMENT

A Christian College

1. We recognise that Greenacre Christian College is a Christian school which endeavours to develop the spiritual, social, intellectual, cultural and physical potential of each student. The College desires that all students come to have a personal faith in Jesus Christ and seeks to impart to all students a Biblical understanding of God and His creation and a Christian way of living.
2. We also understand that the College is founded on Biblically based beliefs. We have read the College's Statement of Faith and accept that it is the basis of all teaching, curricular, co-curricular and extra-curricular activities in the College.
3. We agree to work in partnership with and to actively support the College in fulfilling its purpose and we will encourage the student to do the same.
4. We acknowledge that, as the College is a Christian community, conduct and attitudes based on Christian values are the foundation of relationships within the community.

A Safe College

5. Recognising that the College is committed to the safety and well-being of all its students, we agree to support the College in its efforts to provide a safe school environment that supports student well-being and effective learning.
6. We agree that all communication between students, parents, visitors and staff members should be conducted in a courteous and respectful manner as befits a Christian community.
7. We agree to avoid confrontation and criticism in public and accept that there is no place in the College community for sarcasm, derogatory remarks, inappropriate familiarity or offensive comments.
8. We agree to support the values and to abide by the rules and expectations of the College as set out in the appropriate publications such as the Parent Code of Conduct and Student Code of Conduct as published from time to time at the Principal's discretion. We note that the student must do the same and we agree to encourage the student in this. In particular, we have noted the College's requirements in relation to discipline, home study, uniform, attendance, a safe learning and working environment and leave.
9. We understand that the College requires parents and others to observe College security procedures for the protection of students from direct contact with those outside the College during school hours and that we are only to make contact through the College office.

Participation

10. We accept that the College may determine which particular classes, courses and activities are offered and/or provided at any time and which of these classes, courses and activities are compulsory. All students must participate in and/or attend the following activities, which may involve weekend and evening activities, as determined by the Principal:
 - a) Chapel Services, Pastoral Care/Devotions and Assemblies;
 - b) Biblical Studies classes;
 - c) Co-curricular activities;
 - d) The College Sports Program;
 - e) Important College events such as Thanksgiving Services and other events as required by the Principal, from time to time;
 - f) Various Year Group camps and excursions that occur from time to time as an integral part of the College curriculum.
11. We understand that requests for exemption from attendance (up to 100 days in a 12-month period) from College activities, including academic and co-curricular programs, may be considered. Such requests must be in writing (in advance) to the Principal and will be classified as an absence.
12. We understand that the College expects parents to be actively involved in the College through attendance at parent/teacher interviews, parent information evenings and parent forums, participation in courses offered by the College relevant to the student's education and assistance to the College in a voluntary capacity from time to time.

13. We note that the College encourages our feedback, particularly in relation to the student's progress, to facilitate the College and the student's family working together for the benefit of the student. We agree that our communications with the College and its staff will always be in accordance with the Parent Code of Conduct and Grievance Policy.

Health

14. We have fully disclosed any special needs of the student (including but not limited to any medical, physical, learning or psychological needs). Where any disclosed special needs change or where any special needs arise, we agree to notify the College immediately. We also agree to complete the student's medical form accurately and provide annual updates for use by the College sick bay and other staff, as necessary, to help us fulfil our commitment to the safety and well-being of the student.
15. If the student is ill or injured, necessitating urgent hospital and/or medical treatment (for example injections, blood transfusions, surgery) and if we and our emergency contacts are not readily available to authorise such treatment, we authorise the Principal or, in the Principal's absence, a responsible member of the College staff, to give the necessary authority for such treatment.

Privacy

16. We acknowledge that the College may from time to time collect personal information about parents and students which is necessary for the College's function or activities. We authorise the College to use and disclose such information in such a manner as the Principal thinks fit for the purposes of the student's education, health, care, welfare or development. We have read the College's Privacy Policy and Standard Collection Notice as found on the College's website. We give permission, unless we advise otherwise, for images of the student to be placed in the College's records, displayed from time to time around the College, and published in College publications, on its website, on social media and in other marketing and promotional material.
17. We agree to advise the Principal (or Principal's delegate) immediately of any changed family circumstance that may affect the student's emotional, physical or social well-being. We also agree to provide to the College all current court orders (if any) relating to us and the student. We note that the College's Privacy Policy deals with the confidentiality of such information. We understand that the College is not responsible for the enforcement of any such orders. We also agree to comply with any such court order.
18. We acknowledge that the Principal (or Principal's delegate) may search the student's bag, locker, mobile phone and electronic devices or other possessions where there are reasonable grounds to do so. The Principal may also carry out camera surveillance and computer surveillance which includes using software or equipment to monitor the use of computers, the sending or receiving of emails, the accessing of websites and the use of social media. The Principal will make a reasonable effort to notify parents of a potential search before undertaking a search unless the situation requires quick action and/or parents are not able to be contacted immediately e.g. in the case of suspected possession of an illegal substance.

What We Must Pay

19. We jointly and separately agree to pay to the College all fees and charges for tuition, distance and vocational education courses (senior years), optional mission trips and other activities (as appropriate) as determined by the College Board (which normally reviews fees and charges annually) and as published in the Fee Schedule from time to time.
20. All tuition fees are charged annually at the beginning of the year. Fees may be paid in:
 - a) one payment within seven days of the commencement of the first school term, or
 - b) equal weekly, fortnightly, monthly or termly instalments, provided the instalment amounts would clear the fees owing by the end of November each year.
21. We agree to notify the College's Business Manager if we wish to pay fees by instalment on a Payment Plan, noting that, if we do not select a Payment Plan, the fees are payable in four equal instalments with each instalment due quarterly at the beginning of each term and this will be our Payment Plan.
22. If we have failed to make any payment under our Payment Plan, we accept that the student may not be permitted to participate in non-compulsory camps and excursions.

23. If we have failed to make all payments under our Payment Plan by the end of the term in which they are due, we accept that the student's enrolment may be suspended and the College may subsequently without further notice refuse entry to the student or terminate the student's enrolment.
24. We agree to reimburse the College for any reasonable costs (including legal costs) incurred in recovering any amounts due to the College.
25. We understand that no remission of fees, either in whole or in part, will be made if the student is absent due to illness, leave or suspension.
26. We agree to pay all medical and ambulance expenses incurred on behalf of the student.
27. We also agree to pay:
 - a) the replacement cost of items provided to the student by the College (such as textbooks, equipment, library or other resources) where those items are damaged or not returned; and
 - b) for the repair or replacement of any other College property caused by the student's deliberate acts or a breach of the College's rules.
28. We acknowledge that the student's personal property (including computers and uniform items) are not insured by the College. The College does not accept any responsibility for loss of, or damage to, personal property.
29. We have read and understand the fees and charges as stated in the current Fee Schedule:

Ending Enrolment

30. We understand that our acceptance of the College's offer of a place for the student implies that the student will complete the student's schooling at the College unless unforeseen circumstances arise.
31. We accept that, if we wish to withdraw the student thereby ending the student's enrolment, we must give 10 weeks' term time notice in writing to the Registrar.
32. We agree that the Principal may, by giving us three months written notice:
 - a) end the student's enrolment if the Principal considers that a mutually beneficial relationship of trust and co-operation between us and the College has broken down to the extent that it adversely impacts on that relationship; or
 - b) end the student's enrolment at the end of an academic school year where the student has, in the Principal's opinion, failed to meet the requirements of the New South Wales Education Standards Authority or has otherwise failed to make satisfactory progress in the student's academic work.
33. We agree that the Principal may end the student's enrolment if:
 - a) we have provided or do provide to the College before or after our acceptance of the College's offer of a place for the student, information which is materially incomplete, incorrect or misleading; or
 - b) we fail to comply with these conditions.
34. We agree that the Principal may in the Principal's absolute discretion, but subject to affording the student procedural fairness, suspend or dismiss the student for breaches of rules or ill-discipline even if the offending conduct takes place away from College premises or outside normal College hours.

General

35. We agree that the College may change these Conditions provided it gives us at least two terms' notice and that the new Conditions take effect from the beginning of a calendar year.
36. We agree to inform the College about anything that could affect the student's ability to participate in the College's program or activities. We also agree to advise of any change in our contact details.

Signature Page

Both parents/guardians (where more than one) are required to sign this form when returning the Letter of Offer of Enrolment.

Each of us agrees that our obligations to the College, as set out above, are joint and separate and, subject to these Conditions, may only be ended by one of us at the end of three months after that one gives notice, in writing, to the Principal, of his or her desire to be released from such obligations.

Student:

Signature:

Name:

Date:

**INFORMATION ONLY
Do Not Return Signed Copy
until Letter of Offer issued**

APPENDIX 3 - COLLEGE ETHOS, STATEMENT OF FAITH, LIFE AND CONDUCT

College Ethos, Statement of Faith, Life and Conduct

Motto

A purpose and a future

Purpose Statement

To nurture learners in a Christ-centred community who thrive in a changing world.

College Pillars

This purpose statement is based around the four key **foundational pillars** that shape our college's culture and ethos.

Christ Centred - Belief informs and shapes our actions, it is all about Jesus. Living and learning immersed and hidden in the heart of Jesus. Christ must be the intentional heart of the college and in us. It is why we exist.

Lifelong Learning - Learning is a key value of our college, we desire to see students thrive in their learning. Being a disciple of Jesus is to continue to learn about Him. Our college's mandate is to educate; a good education gives an earthly future, a great Christian education gives an eternal future.

Nurturing Community - GCC has always been a place where people are nurtured through an intentional building of community. We are focused on the formation of the whole person, not simply learning in isolation. Formation thrives in relationship.

Faith in Action - Jesus told us to go and make disciples. Christ came not only to redeem what was lost but to bring restoration to humanity. As followers of Jesus, we have a responsibility to also tell others what Jesus has done and we build knowledge for service in students' future field of work. Authentic belief fuels action.

The Statement of Faith at Greenacre Christian College is as follows:

1.1 Introduction.

- (a) Education, at its heart, is about exploring, discovering and embracing truth. Not only must the School impart knowledge, but teachers are called to enlighten knowledge with wisdom to help their students understand the world they live in and their purpose in it. (Psalm 19)
- (b) We believe that the ultimate meaning and purpose of life rests in Jesus Christ and His work on the cross. The School is a beacon of hope, built upon the foundation of the redeeming love of God through Jesus Christ. (Genesis 3, 2 Corinthians 5:19)
- (c) The School plays an important role in the formation of students, at the invitation of their parents - in leading and nurturing them, spirit, mind and body, to lay hold of their unique purpose and potential in God's world, and to equip them for a life of fulfillment and significance. It is the aim of the School that graduating students will be transformational in their future callings and vocations. (Psalm 139:1-18)

1.2 Truth.

- (a) The whole Bible is uniquely inspired by God and is therefore wholly trustworthy and of supreme and final authority in faith and life. (2 Timothy 3:16-17, 2 Peter 1:21).
- (b) We believe that the Bible, comprising the Scriptures in the Old Testament and New Testament, teaches the truth about essential beliefs of the Christian faith including who God is, who Humanity is, what the Gospel is and what response God requires from his people. (Deuteronomy 10:12-13, Psalm 119:105, Mark 1:15; John 20:31, Romans 12:1-2)
- (c) The character and attributes of God; His everlasting power and divinity are shown in the created universe which is consistent with the specific teachings of the Scriptures. (Psalm 19:1, Romans 1:20)

1.3 God.

- (a) The sovereign God is one, in three co-equal eternal persons, the Father, the Son and the Holy Spirit, who act together in creation, providence, redemption, and restoration. (Matthew 28:19, Colossians 1:12-16)
- (b) Jesus Christ, the Son, is fully God and fully man. We believe in His virgin birth, His sinless life, His sacrificial death in our place, His bodily resurrection, His bodily return to heaven and His continuous role representing believers before the Father, and His return to judge the living and the dead. (John 1: 1-14, 2 Corinthians 5:21, Romans 8:34, Colossians 1:9-10, 1 Timothy 3:16)
- (c) We believe in the Holy Spirit who with the Father and the Son is worthy of our worship, who convicts the world of guilt in regard to sin, righteousness and judgment. The Holy Spirit unites us with Christ, and makes us partake in Christ's risen life, pointing us to Jesus, freeing us from slavery to sin, producing in us his fruit, granting to us his gifts, and empowering us for service in the world. (John 3: 5-7, John 14: 16-18, John 15: 26)
- (d) In His death and resurrection, the Lord Jesus Christ took the place of humanity, making full payment for the sin of all people. For those who accept His gift of grace and exercise faith in Him, He secures forgiveness, a right relationship with God, a new life now and everlasting life at the end of history. (Romans 3:23-26, 2 Corinthians 5:21, 1 Peter 1:3, 1 Peter 2:24)

1.4 Humanity.

- (a) God has created humanity in His image and ascribed dignity, sanctity and worth to human life from conception until death. God requires human life to be accorded respect and to be protected from harm (Genesis 1:27, Psalm 139:13-16, Exodus 20:13)
- (b) God has created humanity as distinctly male and female and has ordained a normative connection between binary biological sex and a person's true self-conception as male or female. (Genesis 1:27, Matthew 19:4)

- (c) God calls some people to marriage, and some to a single state: one is not inferior or superior to another, and both have dignity, according to the Bible. God has instituted marriage between one man and one woman for life to be the only Scriptural covenantal, sexual and procreative union for humanity which signifies and mirrors the covenant love between Christ and his Church. Married couples must be sexually faithful to each other. Sexual relationships outside of marriage between one man and one woman are contrary to God's will and command for humanity (Genesis 2:23-24, Matthew 19:5-6, Ephesians 5:22-32)
- (d) God has instituted the family as the central social structure and parents have the primary responsibility for bringing up their children. God has also instituted the church to make disciples from all the nations and provide spiritual teaching. He has established civil government to make laws, keep civic order and promote human flourishing. Each of these institutions has distinct roles and responsibilities which overlap but one should not usurp the role of the other. (Genesis 1:28, Mark 12:17, Romans 13:1-7)
- (e) Humanity, originally created for a relationship with God, has turned away from God and thus become sinful by nature and practice, unable by any personal merit or effort to restore that relationship. This fall has corrupted human identity and purpose, impacted sexuality, family and social relationships and has separated humanity from fellowship with God. (Genesis 1:26-31, Romans 1:18-32, Romans 3:23, Titus 3:3-7)

1.5 The Gospel.

- (a) Humanity's only means of restoring relationship with God is through salvation. Salvation is initiated in the believer solely by the grace of God, accomplished through the work of Jesus dying on the cross and applied by the Holy Spirit. Salvation is a free gift accepted by faith and includes the removal of guilt, being set apart for God, a new life of increasing transformation into the likeness of Jesus and eventually the

resurrection to everlasting life. (Ephesians 2:8-10, Romans 8:28-30, Matthew 25:34-36)

- (b) Believers experience salvation when they are declared righteous by God as they commit their lives to Jesus in repentance and faith. This conscious commitment is made possible only by the work of the Holy Spirit within the individual; it is not a meritorious work. (John 3:16, Ephesians 2:1-10)
- (c) The Church is the company of all believers who have received new life through faith in Christ, formed by His Spirit into one body, of which Christ is the Head. The Church is commanded by Jesus to make disciples in all nations. (Ephesians 3: 4-10, Matthew 28: 19-20)
- (d) Satan is a personal spiritual being, opposed to God and the salvation of humanity, sworn to enslave and destroy the human race but his ultimate purpose has been brought to nothing by the Lord Jesus Christ. (Genesis 3:1-15, Matthew 4:1-11, Revelations 20:10, Colossians 2:15)
- (e) A person who rejects the gift of eternal life in the Lord Jesus Christ will be eternally separated from God. (John 3:36, Revelations 20:11-15)
- (f) The Lord Jesus Christ will personally return in glory and judgment to bring eternal life to the redeemed and eternal destruction to the lost, establishing a new heaven and a new earth, the home of righteousness, where there will be no more evil, suffering or death. (1 Thessalonians 4:13-18, 2 Thessalonians 2:1-8, Revelations 22:12, 17-20)

1.6 The Response.

- (a) Until Jesus returns, God calls believers to respond to the Gospel by living as restored disciples of his Kingdom in a broken world with a commission to spread the Gospel, to make disciples and to engage in personal, relational, communal and civic conduct that is transformed by the Gospel and which serves as an example to the world. (Matthew 28:19-20, Matthew 5:13-16)
- (b) Believers are called to personal conduct which:
- (c) conforms to the example of Jesus;

- (d) rejects sinful actions and seeks to do good works;
- (e) demonstrates the fruit of the Spirit; and
- (f) recognizes that the body of the believer is the temple of the Holy Spirit;
- (g) affirms and reflects the truth of the Bible about the nature of human beings, created, male and female, in the image of God.
- (h) (Galatians 5:16-24, 1 Corinthians 6:19)
 - (i) Believers are called to relational conduct that conforms to and reflects the teaching of the Bible concerning human sexuality and marriage. Therefore:
 - (j) outside of marriage, a believer must live a life of chastity;
 - (k) children are a natural blessing of marriage; and
 - (l) parents must instruct and care for their children and provide for their physical, spiritual, and educational upbringing.
 - (m) (Genesis 1: 26-27, Psalm 127:3-4, Ephesians 5: 22-33)
 - (n) Believers are called to communal conduct which includes active participation in a local church and the use of their gifts for works of ministry, including communicating the gospel to others, making disciples, loving each other, loving one's neighbours including through ministries of mercy and compassion, and active witness in the world. (Hebrews 10:25, Romans 12:4-8)
 - (o) Believers are called to civic conduct which includes being salt and light to the world, obedience to the civil authorities in all things which do not contradict the Word of God and a commitment to living quietly and peaceably as a blessing to the community in which the believer is placed. (Matthew 5:13-16, Jeremiah 29:7, 1 Peter 2:13-17, 1 Timothy 2: 1-4)
 - (p) Believers are still sinful by nature and practice and they will never perfectly respond to God's call in this life so must continue in repentance and faith relying on the grace of God as well as extending grace to others. However, it is only by striving to respond in faith to God's call that believers will find true meaning and purpose to

live a fulfilled life. (Romans 7:23, 1 John 2:2, Jeremiah 31:34, 1 John 1:7)

2. Life and Conduct Policy

The company has adopted the Life and Conduct Policy in Appendix One to clarify how the company applies the Statement of Doctrines and Beliefs for the life and conduct of members of the School community. This Statement shall not be inconsistent with the Statement of Faith of the company and must be read in conjunction therewith. To the extent that this Policy is inconsistent with the Statement of Doctrines and Beliefs it will be void, but only to the extent of such inconsistency.

3. Final Authority for Matters of Belief and Conduct

- (a) The Statement of Faith does not exhaust the extent of the beliefs of the company and its members. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that the company and its members believe.
- (b) For purposes of the company's faith, doctrine, practice, policy, and discipline, the members in a general meeting are the company's final interpretive authority on the Bible's meaning and application provided that any such interpretation:
 - (c) shall be consistent with the Statement of Faith; and
 - (d) the doctrines, tenets and beliefs of the Church.

Life and Conduct Policy

Greenacre Christian College is a Christian learning community. As a Christian community it seeks to maintain itself by fostering those ideals and standards that are consistent with a Christian worldview. These ideals and standards are broadly moral; they would be characteristic of any community that was self-consciously Christian. This document is an attempt to specify those ideals and standards in accordance with the Statement of Doctrines and Beliefs of the School.

This Life and Conduct Policy at Greenacre Christian College seeks to set forth:

- a) **Assumptions and Principles:** those assumptions and principles which should guide the conduct of responsible Christians which are foundational as Greenacre Christian College strives to maintain its identity as a Christian learning community.
- b) **Behavioural Standards:** In light of the above assumptions and biblical principles of Christian conduct, the specific expectations which seem most likely to require explicit statement in a community such as Greenacre Christian College and are established for students, parents and staff of Greenacre Christian College.

Assumptions and Principles

Basic Assumptions—Greenacre Christian College strives to maintain its identity as a Christian learning community. The **School** expects that all members of the **School** community will accept that the **School**:

- (1) Recognises the Bible to be the Word of God and hence fully authoritative in matters of faith and conduct.
- (2) Has a sincere desire for that commitment to mature both in insight and behaviour.
- (3) Understands that all **board** members, staff and those in leadership roles will call themselves Christian by virtue of the grace of God and their personal commitment to Jesus Christ

Biblical Principles—The community recognises that biblical principles are foundational for corporate life and individual behaviour. Those principles which seem most pertinent are the following:

- (1) Life within a Christian community must be lived to the glory of God, daily conforming ourselves to the image of Christ and recognising the Lordship of Christ in every activity (Matthew 22:36–38, 1 Corinthians 10:31, Colossians 3:9, 10, 17).
- (2) Love for and accountability to God should motivate Christian conduct (Deuteronomy 6:5, 2 Corinthians 5:10).
- (3) Consistent with the example and command of Jesus Christ, love and justice must be the determinative factors in the relationships of Christians with others (John 15:12–17, I John 4:7–12).
- (4) Christians bear responsibility for service to others. They are responsible to serve their neighbours and be involved in the process of alleviating such pressing worldwide problems as poverty, hunger, disease, illiteracy and racism (Matthew 7:12, 25:31–46, Galatians 5:14, 6:10).
- (5) The actions of Christians within a community are not solely a private matter. Accordingly members of the Greenacre Christian College community must hold their neighbours accountable for the implications of their conduct when it directly affects the welfare of the wider **school** community (Matthew 18:15–17).

- (6) The community collectively, and members individually, are responsible for the effective stewardship of abilities, opportunities and institutional resources (Luke 19:11–27, Corinthians 4:2).
- (7) Attaining common goals and ensuring orderly community life may necessitate the subordination of some individual prerogatives. Specifically, as servants of Christ we are called to practice forbearance. Christian freedom includes the option of not doing some things in order to contribute to the good of the larger community (I Corinthians 8:9–13, 9:19–23, 10:23–33).
- (8) Certain actions are expressly prohibited in Scripture and are, therefore, wrong. Christians are responsible to avoid those practices which are called sinful in Scripture. Similarly, Scripture commends some actions which are, therefore, right. There are other actions which are matters of individual conviction based on the given situation. In this latter area care must be exercised so as not to judge one another or to cause another to stumble or ourselves to fall (Matthew 7:1, Romans 14:1–23).
- (9) Christians are not asked to live the Christian life simply on the basis of their own moral character and strength. God has provided the authoritative Word of Holy Scripture, the guiding power of the indwelling Holy Spirit and the counsel of the Church—the body of believers both past and present. Christians are expected to study and obey the Scriptures, to cultivate a heart attitude which allows for the guidance of the indwelling Holy Spirit and to give serious consideration to the counsel of the people of God (II Timothy 3:16, II Peter 1:19–21, I John 2:27, I Peter 5:1–6).
- (10) Important to an understanding of all behavioural standards is the obligation of Christians to separate themselves from worldliness (Romans 12:2, I John 2:15). Worldliness is a subtle issue involving uncritical conformity to the prevailing spirit of the age. One's disposition concerning such matters as materialism, secularism, isolationism, security, success, injustice, hedonism and moral relativism must stand in perpetual review.

General Principles—We acknowledge that it is impossible to create a community whose behavioural norms will be totally acceptable to every Christian. Nonetheless, we believe it is imperative for us to specify certain behavioural patterns which must be sustained in order that the objectives of the **School** can be met. Therefore, it is assumed that individuals who have voluntarily joined the Christian learning community at Greenacre Christian College and are striving to exhibit the behaviour characteristic of a mature person of their age will:

- (1) Understand that they have become part of an evangelical Christian tradition, which is to be respected and valued, but which is continuously subject to review and evaluation. They also have freedom to offer constructive criticism of this tradition.
- (2) Explore the broad range of human opinion and ideas without necessarily engaging in the whole range of human behaviour.
- (3) Strive to exemplify those positive elements of Christian behaviour that are taught in Scripture (Romans 12:6–21, Galatians 5:22, 23, Colossians 3:12–17, II Peter 1:5–9).
- (4) Be concerned about the welfare of other individuals within the community and of the community as a whole.
- (5) Assume responsibility for their own behaviour as it reflects upon their Lord, their community and themselves, particularly in the area of personal freedom, where discretion, moderation and restraint must be practiced.
- (6) Continually assess themselves, their personal growth and their place within the community.

Behavioural Standards

In light of the above assumptions and biblical principles of Christian conduct, the specific expectations which follow are established for **board** members, staff and other leaders within the Greenacre Christian College. These expectations will also underpin the teaching program for students within the **School** in an age appropriate form.

It will be noted that these behavioural standards distinguish between practices governed by Scripture and practices governed by consent of the community for its common good. The latter, which are established to enhance the quality of community living, are not to be confused with specific God-given directives, which are required of all Christians.

Practices Governed by Scripture—The following behavioural expectations are binding on the **board**, staff and leaders within the Greenacre Christian College community.

- (1) Members of the community will live in moderation and with concerns for the poor and marginalised of the community (Micah 6:8, Matthew 25: 31 – 46)
- (2) Those words and actions which are expressly forbidden in Scripture, including but not limited to blasphemy, profanity, dishonesty, theft, drunkenness, sexual relations outside marriage between a man and a woman, will not be accepted, either on or off campus.
- (3) Members of the community will strive to overcome pride, covetousness, jealousy, lust, immodesty, as all are destructive to the unity of the Body of Christ. Instead, each member of the community will enable and help others to nurture the fruit of the Spirit—love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.
- (4) Recognising the Christian obligation to submit to governing authorities (Romans 13:1, I Peter 2:13), individuals related to Greenacre Christian College are expected to uphold the laws of the local community, the State or Territory and Commonwealth in accordance with the teaching and principles of Scripture.

Practices Governed by Consent of the Community for Its Common Good—In addition to behavioural obligations set forth in Scripture, **board** members, staff and other leaders within this community choose to impose upon themselves the following rules for behaviour out of the conviction that they serve both the long-range interests of this institution and the immediate good of its individual members. Violations, therefore, must be regarded as serious breaches of integrity with this community to which each member has voluntarily chosen to associate.

- (1) The principle of resting one day in seven was instituted by God for the benefit of the creatures made in God's image. Because Jesus declared Himself to be Lord of the Sabbath and because the **Church** celebrates His resurrection on Sunday, the **School** will avoid business as usual on Sunday, particularly in terms of scheduling events and the use of facilities during the Sunday morning worship hours, unless necessary. Likewise the **School** will not promote community activities that would clash with Sunday morning worship hours.
- (2) The **School** is smoke-free. Members of the community will not use tobacco products on campus, on adjacent properties or while attending **School**-related events or on **School**-related business. This standard is in keeping with the findings of medical authorities concerning the danger to one's health in the use of tobacco products. Further, it recognises that Christians are responsible to be stewards of their bodies and considerate of the rights of others.

- (3) The **School** is alcohol-free. The consumption of alcohol is prohibited while attending **School**-related events, on or off campus where students are present. This position reflects the **School's** concern with the physical, social and personal effects of alcohol use and the growing body of knowledge about the detrimental effects of alcohol on brain development for children and adolescents. At no time will the illegal use or abuse of alcohol be tolerated by members of the community. The **board**, staff and **parents** will demonstrate responsible use of alcohol at any events where no students are present, and alcohol is served.

- (4) Members of the community are not to use or possess drugs illegally. This includes the use of those drugs prohibited by law and the abuse of those drugs controlled by law.

STAFF MEMBER: _____ SIGNED: _____ DATE: _____