

Contact Details

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This report is published to provide information about Deception Bay Flexible School for parents / carers, young people, members of our school community, and other interested parties. This report has been compiled in accordance with the relevant Commonwealth and State Government reporting requirements.

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Message from our Head of Campus

As we reflect on 2025, I am incredibly proud of the growth shown by our young people and our community. Guided by our theme “Walk the Talk,” our students deepened their understanding and daily practice of our core principles: Respect, Honesty, Participation, and Safe and Legal. This was evident in the way they showed up for one another, engaged in their learning, and contributed to the life of the school.

This year, we saw strong daily attendance and the highest levels of classwork completion we’ve had to date. Learning happened everywhere - both in classrooms and across a wide range of experiences including sport, music, art, hospitality, coffee-making, Big Ears challenges, and First Nations events. Many young people shared that the Senior Formal, Christmas Party, Halloween activities, and the Disney-themed Participation Party were standout highlights that brought our community together in celebration.

Our young people also stepped up as leaders. Through senior school camp, TAFE qualifications, school-based traineeships, community volunteering, day sailing, and participation in local rallies and marches, they demonstrated confidence, initiative, and purpose. Their practical contributions - bike maintenance, henna activities and the weekly Beauty Bar, gardening, mechanics, and general site maintenance - showed pride in place and a commitment to service.

A significant achievement this year was the co-creation of whole-school working agreements. Our young people led by example, raising expectations around Respect and modelling how we treat one another on site each day. We also developed and gained approval for our new Reconciliation Action Plan, built through meaningful consultation with staff and community members. We continued to learn with and from Elders and local Police Liaison Officers, and we honoured First Nations peoples and cultures through NAIDOC Week, the Sorry Day walk, and cultural programs across the Flexi network. This included our inaugural First Nations Camp and the second First Nations Graduation for Flexi Young People in South East Queensland, with six of our students graduating - an achievement we celebrate with pride.

This year we also made great use of the newly installed flooring in the hall, assisted by the successful Go for Gold funding, which lifted participation in daily sports, games, and community activities - another way we “walked the talk” of healthy, active engagement.

Our weekly Wellbeing Program for Middle and Senior School provided dedicated sessions that created safe spaces for young people to explore respectful relationships, healthy lifestyles, digital citizenship and social media, and personal growth. With the guidance of external counsellors and our youth worker team, students built practical skills in problem-solving, communication, and emotional regulation. Many took part in Collaborative Problem Solving (CPS) meetings, which helped them resolve conflicts, strengthen relationships, and develop strategies they can use beyond school. The outcomes have been clear: more positive interactions, increased peer encouragement, and growing confidence in managing challenges—all of which contribute to their readiness for life, learning, and work.

To our young people: thank you for your courage, honesty, and willingness to grow.

To our staff: thank you for your relentless care, expert practice, and belief in every learner.

To our families and caregivers: thank you for your partnership, trust, and advocacy.

And to our supporting organisations, community Elders, and partners: thank you for walking alongside us and investing in our young people’s futures.

Together, we truly walked the talk in 2025. I’m excited for what we will continue to build - side by side - in the year ahead.

With gratitude,

Chris Zammit

Head of Campus

Deception Bay Flexible School

School Context

Co-educational or single sex	Co-educational
School Sector	Catholic (in the Edmund Rice Tradition)
Year Levels Offered	7-12
Additional Information	Additional information about our school can be found at: - mySchool website - EREA Flexi website

SCHOOL OVERVIEW

Deception Bay Flexible School is a part of Edmund Rice Education Australia Flexible Schools Ltd. We provide a safe space and inclusive educational community to young people who have disengaged from mainstream schools, with a focus on radical inclusion, hope and opportunity. Deception Bay Flexible School commenced operation in 2006 as a registered co-educational Catholic school in the Edmund Rice tradition.

At Flexis, we do things differently. We walk, learn and work together with young people on Common Ground; we build relationships, and every member of the community commits to doing their best to work within our four principles of Respect, Participation, Honesty, and Safe and Legal.

Across our Flexi Schools and Special Education Schools in almost every state and territory in Australia, we support young people with strengths-based, trauma-aware learning. Often young people come to our Flexis thinking they cannot learn – we show them they can. We make sure young people feel safe, welcome and empowered to succeed, no matter their story. We meet young people where they're at, no matter the level of skill academic or social skills, or their story before they enter our gates. Young people deserve to be heard and every young person deserves a fresh start. We continue to provide young people with the opportunity to define education in the way that will work best for them, with services and supports to adapt to their needs.

First Nations influence

Deception Bay sits proudly on Gubbi Gubbi / Kabi Kabi country. We acknowledge the incredible history, stories and care of all elders who have lived on the land before us and proudly acknowledge that this land will always be Aboriginal land. Since the very beginning, we have walked in solidarity with Aboriginal and Torres Strait Islander peoples, advocating for change and promoting reconciliation. At Deception Bay Flexi, over one third of our young people and 10% of our educators identify as Aboriginal and/or Torres Strait Islander.

As a priority, we work to strengthen the cultural capacity of our entire workforce. We continue the mission to ensure our community is a culturally safe space; to make sure the system values and respects First Nations peoples and perspectives, to build Indigenous leadership at every level of our organisation, and to ensure that First Nations young people experience the highest quality education possible in the safest and most dynamic schools in the country. We are proud to have renewed our Reconciliation Action Plan, in consultation with a variety of members of our community, and commit to ongoing action that will close the gap that exists between indigenous and non-indigenous peoples in our community.

DISTINCTIVE CURRICULUM OFFERINGS

Deception Bay Flexible School offers holistic learning experiences that address the social needs of our young people, and promotes their emotional, physical, spiritual, and academic development. Our education programs are attuned to the individual by an assessment of need and delivery within a supportive environment. The purpose of this personalized approach is to engage the young person with their learning and empower them to take responsibility for their actions and learning, achieve greater autonomy and self-reliance and to engage in the transition to further education and/or employment.

The following distinctive curriculum offerings highlight the school's commitment to providing a holistic, personalised, and supportive learning environment that addresses the diverse needs of its students.

- Transition to work and job skills: Transition support offers assistance with writing resumes, job interview prep and help to find employment. Further support includes Prep-L course support, RSA and RSG certificate support and white card support. These programs offer practical skills and qualifications valued by employers.
- Flexible Learning Environments: The learning spaces allow senior students to learn in flexible environments that suit their differing needs and learning styles, both in the classroom and outdoors, working towards Short Courses, Micro Credentials, and a variety of certificates and skill-building program options.
- Independent Learning Opportunities: Students can opt for independent learning in areas like Art, Workshop, Music and the Senior Space, working through personal literacy and numeracy workbooks with staff support.
- Non-accredited Learning Options: Regular daily programs in Art, Gym, Music, and Workshop provide students with opportunities to explore their interests and develop new skills in a supportive environment.
- Specialised Programs and Electives: The school offers a variety of specialised programs and electives such as Culture Connections Promotion, OABL (Outdoor Adventure-Based Learning), Beauty Bar, Henna, Jewellery Making, Bible Studies, Book Club, RC Machinery, Cultural Art & Craft, Library Lovers, Gym, Computer Studies, Garden Club, Textiles and others.
- Outdoor Adventure-Based Learning programs: Bike Riding, Fishing, Connection Through Sport, MMA and more.
- Wellbeing Focus: The weekly wellbeing program provide age-appropriate educational sessions aimed to expand young people's understanding of health and wellbeing through activities focused on mental, emotional, physical, and digital wellbeing, as well as risk management and harm minimisation. Wellbeing programs also include weekly Rock & Water and RAGE (Renavigating Anger & Guilty Emotions).
- Community Engagement: Activities and programs such as the Annual Careers Expo, Micro Credentials and TAFE at school help students transition to further education and employment, providing practical skills and real-world experiences.
- Home Connect: This program offers regular home visits to assist in the delivery of curriculum and wellbeing programs for young people with high than usual barriers to attendance.
- Reading Program: Targeted individualised reading support using the Sounds-Write program as a basis for improving literacy outcomes across various curriculums.

Cocurricular offerings

Deception Bay Flexible School continues to offer a rich and diverse range of program offerings that supported young people's academic, social, cultural, and vocational development. These programs were intentionally designed to align with curriculum requirements while remaining flexible, engaging, and relevant to each learner's pathway. Our approach is grounded in the belief that education must be holistic and personalised - recognising the strengths, interests, and needs of every young person. By tailoring subject offerings, learning experiences, and support structures, we ensure that students can access meaningful learning opportunities that build their skills, confidence, and readiness for future work or further education.

Year 7-9

- V9 Australian Curriculum: Mathematics, English
- Visual Art
- Science
- Humanities & Social Sciences
- History
- Health & Physical Education
- Technologies

Year 10

- V9 Australian Curriculum (English, Mathematics)
- Career Education Short Course

Year 11-12

- Essential English
- Essential Mathematics
- Short Course – Literacy
- Short Course – Numeracy

Year 10 - 12 Electives

- Sport & Recreational Studies
- Industrial Technology Skills
- Music in Practice
- Workplace Skills – Cert I
- Applied Digital Technologies - Cert II
- Visual Art – Cert I & II
- Hospitality – Cert II
- VET Micro skills & Skill sets

In addition, Deception Bay Flexible School provides extensive opportunities for young people to participate in cocurricular or non-classroom activities at their level and within their areas of interest. The broad range of opportunities or choices for young people includes activities described as cultural, sporting, and intellectual and/or service related.

Cocurricular activities offered at Deception Bay Flexible School in 2025:

- Cooking
- Textiles
- Music
- Outdoor Education and Recreation
- Gym
- Open Art
- Open Workshop
- Team Sports
- Information, Communication and Technology
- Bible Studies
- Service Learning
- Cultural Connections
- Connection Through Sport
- Garden Club
- Book Club
- Library Lovers
- Fishing
- Events Committee
- Social Skills
- Bike Maintenance and Bike Riding
- Rock and Water
- Driver Education
- First Aid courses
- Renavigating Anger and Guilty Emotions (RAGE)
- Healthy Relationships
- Student Leadership Formation
- Senior Leadership Camp
- Responsible Service of Alcohol
- Food Safety Certificate

SCHOOL POLICIES

In accordance with registration requirements, our key school policies are publicly available via our website.

How to access our school policies:

1. Click on the EREA Flexi Schools website link <https://www.flexi.edu.au/>
2. Click on 'Flexi Schools' or 'Special Schools' from the top menu
3. From the school directory find and click on our school
4. Click on 'School Documents, policies and reports' from the bottom of the page to access our school policies.

Note: If you are unable to access our website, please contact the school for more information regarding our school policies.

Characteristics of the Student Body

EREAFLSL and Deception Bay Flexible School welcome students who have a diverse range of personal characteristics and experiences. These characteristics and experiences may be attributed to physical, religious, cultural, personal health or wellbeing, intellectual, psychological, socio-economic, or life experiences. We provide a range of personnel and resources to support access to, and participation in, learning for all young people.

Our student body are domestic students from several different cultures and nationalities. The following tables provide an overview of our student population:

ENROLMENTS BY YEAR AND YEAR LEVEL

	2025
Year 8	13
Year 9	18
Year 10	28
Year 11	29
Year 12	57
TOTAL	145

(data derived from the total number of Young People that were supported during the school year)

STUDENT BODY CHARACTERISTICS

	2025
Male	50.34%
Female	44.83%
Gender Diverse	4.83%
First Nations	34.48%
NCCD	75.86%

(data derived from the total number of Young People that were supported during the school year)

Student Outcomes

STUDENT ATTENDANCE

Overall student attendance at our school in 2025:

Overall attendance rate	47.69%
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Student attendance rate by year level in 2025:

Year 8	47.62%
Year 9	56.17%
Year 10	40.86%
Year 11	48.55%
Year 12	48.07%

(attendance rate is generated by dividing the total of full-days and part-days that students attended, and comparing this to the total of all possible days for students to attend, expressed as a percentage.)

How non-attendance is managed

Deception Bay Flexible School manages the attendance of its young people in accordance with our Attendance Procedure and supporting guidelines which outline the processes for managing and recording young people attendance and absenteeism. We are committed to celebrating and encouraging young people attendance through consistent practices of roll-marking, record keeping, monitoring, proactive follow-up, and ongoing engagement and relationship building practices with our young people and their families and carers.

NAPLAN

Where relevant, our reading, writing, spelling, grammar, punctuation, and numeracy results for the Years 3, 5, 7, and 9 NAPLAN tests are available via the My School website.

How to access our NAPLAN results:

5. Click on the My School link <https://www.myschool.edu.au/>
6. Enter our school name in the search field
7. Click on 'View School Profile'
8. Click on 'NAPLAN' from the top menu to access NAPLAN information.

Note: Our schools participation in NAPLAN will vary from year to year dependant upon the student cohort. Please contact the school for more information regarding NAPLAN.

SENIOR SECONDARY OUTCOMES

Senior secondary outcomes at our school in 2025:

Number of young people awarded a Senior Certificate	18
Number of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	12
Number of young people awarded a Certificate I	4
Number of young people awarded a Certificate II	8
Number of young people awarded a Statement of Attainment	9
Number of young people awarded a non-accredited micro credential	21

POST-SCHOOL DESTINATIONS

Post-school destinations for 2025:

Participating in paid employment (full-time / part-time)	8
Participating in further education	2
Participating in apprenticeship or traineeship	1
Unknown / undecided	16
Total number of graduating / exiting young people	27

Social Climate

STUDENT WELLBEING

At Deception Bay Flexible School, the wellbeing and best interests of our young people remain at the heart of everything we do. In partnership with students, their families, external service providers, and the broader community, we create positive learning environments and safe, supportive spaces that respond to the diverse wellbeing needs of our young people. Grounded in the values of leadership, inclusion, young person voice, partnership, and holistic support, our pastoral care approach focuses on building strong, trusting relationships. These relationships allow us to closely monitor student progress, advocate for their needs, and provide guidance and support through personal challenges - all while helping them work toward their individual learning and life goals.

Deception Bay Flexi offers a wide range of weekly wellbeing supports, including mindfulness sessions, self-regulation skill building, Rock & Water & RAGE programs, Collaborative Problem-Solving meetings, and dedicated weekly wellbeing programs for both Middle and Senior School. Throughout 2025, young people are also able to access one on one sessions with our on-site counsellor each week, as well as drug and alcohol counselling through Ted Noffs. Throughout the year, Art Therapy opportunities further supported young people by providing creative, non-verbal ways to explore emotions, build confidence, and express themselves.

FAMILY AND COMMUNITY ENGAGEMENT

At Deception Bay Flexible School, we view families and carers as essential partners in each young person's educational journey. Throughout the year, families and community members are warmly welcomed into the school for events and activities that strengthen connection and reinforce our shared commitment to young people's success. We actively and continuously seek opportunities to collaborate with families and the wider community, recognising that strong partnerships enrich learning, strengthen wellbeing, and create positive outcomes for our young people and the broader Deception Bay community.

In 2025, Deception Bay Flexi participated in a wide range of community initiatives, including Clean Up Australia Day, the International Women's Day Breakfast, the March Against Violence, Australia's Biggest Morning Tea, and our own Sorry Day Walk. We worked closely with government agencies to support young people's access to community services and engaged regularly with our Police Liaison Officers, as well as visitors from local schools and organisations during NAIDOC Week. Deception Bay Flexi also strengthened its partnerships with other Flexi schools, Yunity Deception Bay, and numerous local businesses and training providers, creating valuable employment and training opportunities for our young people.

Additionally, Deception Bay Flexible School continued to strengthen its connections with local businesses and training organisations to support young people as they transition into the workforce. These partnerships provide meaningful avenues for work experience, traineeships, and industry relevant skill development, enabling young people to explore career pathways in supportive, real-world environments. By collaborating closely with employers and training providers, we ensure our students gain practical experience, build confidence, and develop the employability skills needed for long term success. These relationships remain a vital part of our commitment to preparing young people for life beyond school and expanding their opportunities within the local community.

SATISFACTION SURVEYS

The tables below show selected data from the recent EREAFSL Opinion surveys for Deception Bay Flexible School (sent to young people, parents / carers, and staff to measure satisfaction with our school in 2025).

Young People opinion survey data

Percentage of young people surveyed who gave favourable responses to categories:	2025
Spaces and Places	81.8%
School Community and Support	57.4%
Safety and Wellbeing	54.3%
Learning and Growth	72.6%
First Nations Culture and Inclusion	83.6%

Parent / Carer opinion survey data

Percentage of parents / carers surveyed who gave favourable responses to categories:	2025
School Environment, Spaces and Support	94.3%
Learning and Growth	87.8%
First Nations Culture and Inclusion	100.0%

Staff opinion survey

All staff are offered the opportunity to participate in an annual staff survey. The survey explores key areas including psychological safety and trust, workload and role clarity, leadership support, team dynamics, change management and access to wellbeing resources. Results from the survey directly inform new wellbeing initiatives, stronger psychosocial risk controls, better engagement and retention strategies, and a healthier, more productive workplace for all.

Staff Profile

TEACHER STANDARDS AND QUALIFICATIONS

Deception Bay Flexible School requires its teaching staff to hold a valid Teacher Registration with the Queensland College of Teachers (QCT) and must meet the requirements of the QCT Teacher Registration Eligibility Requirements Policy which relates to qualifications, suitability to teach, English language proficiency, experience, and professional standards.

Qualifications

The table below depicts the highest level of education obtained by teaching staff and school leaders:

Doctorate or higher	0
Masters	0
Bachelor	13

WORKFORCE COMPOSITION

The staff at Deception Bay Flexible School are highly qualified, experienced, and generous professionals who consistently contribute to our school in a manner that goes above and beyond expectation.

The following tables provide an overview of our staff profile and workforce composition:

Staff numbers

	Headcount	FTE
Teaching Staff	13	11.80
Non-Teaching Staff	22	19.40
TOTAL Staff	36	32.20

Staff characteristics

	2025
Male	29.41%
Female	70.59%
Gender Diverse	0.00%
First Nations	11.76%

PROFESSIONAL DEVELOPMENT

Deception Bay Flexible School ensures that all school staff, in particular its teaching and leadership staff, are provided regular opportunities and access to professional learning that builds knowledge, understanding, and skills.

Professional development activities undertaken by staff in 2025 included:

- Reboot Trauma-Informed Practice
- Mental Health First Aid (all staff)
- Flexi Crisis Response Training
- Rock and Water
- Renavigating Anger & Guilty Emotions (RAGE)
- Hidden Histories cultural training
- Universal Design for Learning
- NCCD training
- Stronger Smarter Institute Leadership Course
- Sounds-Write Training Course
- Flexi Formation Foundations
- Collaborative Problem Solving Training - Tier 1 & 2
- Aquatic Supervisors Rescue
- Essential Assessment

School Financials

(All financial data derived from Commonwealth Financial Questionnaire data submissions for the year displayed)

SCHOOL INCOME

The 2025 school income for Deception Bay Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down by funding source is available via the mySchool website.

How to access our Finance data:

1. Click on the My School link <https://www.myschool.edu.au/>
2. Enter our school name in the search field
3. Click on 'View School Profile'
4. Click on 'Finances' from the top menu to access funding information.

Note: If you are unable to access the mySchool website, please contact the school for our financial data.

SCHOOL EXPENDITURE

The 2025 school expenditure for Deception Bay Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down into salaries, allowances, and related expenses, non-salary expenses, and capital expenditure is depicted in the graph below:

