

ANNUAL REPORT

2024–2025

About this report

Scope

This 2024-2025 annual report outlines the activities and achievements of the Non-State Schools Accreditation Board (Board), supporting the Board's commitment to accountability and transparency.

It meets the requirement under the *Financial Accountability Act 2009* (FAA) (section 63) for all agencies to prepare annual reports for tabling in the Legislative Assembly, and includes mandated disclosure of information in accordance with the Financial and Performance Management Standard 2019 (FPMS) (section 46 (2)) and detailed in the Annual report requirements for Queensland Government agencies produced by the Department of the Premier and Cabinet (DPC).

Public availability

This report may be accessed from the Board's website at <https://www.nssab.qld.edu.au/Publications/reports.php>.

If you are unable to access an electronic version, a hard copy is available from the Board Secretariat by contacting (07) 3513 6773.

Interpreter services



The Queensland Government is committed to providing accessible services to Queenslanders from all cultural and linguistic backgrounds. To talk to someone about this annual report in your preferred language call the Board at (07) 3513 6773.

Providing feedback

The Board continually strives to meet best practice reporting standards, and it values the views of our readers. We invite your comments via the whole-of-government feedback survey available at <https://www.getinvolved.qld.gov.au/gi/home.html>.

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ISSN 2206-9623 (online)

ISSN 1447-5677 (print)

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Letter of compliance



27 August 2025

The Honourable John-Paul Langbroek MP
Minister for Education and
Minister for the Arts
PO Box 15033
CITY EAST QLD 4002

Dear Minister

I am pleased to submit for presentation to the Parliament the *Annual Report 2024–2025* and financial statements for the Non-State Schools Accreditation Board.

I certify that this annual report complies with:

- the prescribed requirements of the *Financial Accountability Act 2009* and the Financial and Performance Management Standard 2019, and
- the detailed requirements set out in the Annual report requirements for Queensland Government agencies.

A checklist outlining the annual reporting requirements can be found at Appendix 3 of this annual report.

Yours sincerely

A handwritten signature in black ink, appearing to read 'P. Walton', written in a cursive style.

Patrea Walton PSM

Chairperson

Non-State Schools Accreditation Board

Chairperson's message

I am pleased to present the 2024-25 annual report for the Non-State Schools Accreditation Board (Board), which reflects a year of continued growth and change across the Queensland non-state schooling sector.

I commend all staff and stakeholders whose dedication and forward-thinking have been instrumental in assisting the Board to continue its transition to a more proactive, educative and supportive regulatory approach. Leading the implementation of reforms that will contemporise and strengthen the Board's regulatory activities and relationships remains a central priority that is already yielding positive outcomes.

This annual report outlines the Board's governance and performance, summarising key achievements that move the sector closer to achieving the key recommendations of the Queensland Non-State Schools Accreditation Framework Review (Vardon Report), alongside the Queensland Government Regulator Performance Framework.

Proactive communication and education activities – such as regular e-bulletins, and information and induction sessions for principals, governing bodies and authorised persons – are playing a key role in supporting the non-state schooling sector towards compliance. Work is also underway to strengthen the Board's online presence and communication channels by reviewing and updating the website and producing more accessible written correspondence.

Improving the sector's access to timely, relevant information is grounded in the Board's dedication to making it easier for governing bodies to achieve and demonstrate compliance, fulfil their legislative obligations, and continue providing more than one-third of school-aged children in Queensland with a high-quality education.

In 2024, the Board and its Secretariat hosted and participated in a range of events including a seminar in which Professor Malcom Sparrow, a leading expert in regulatory strategy, security and risk control, shared crucial insights into risk-based regulatory practice. Other rewarding opportunities – such as meeting with governing bodies and key leadership personnel from schools in Brisbane and other regional areas and participating

in sector events – have reinforced the Board’s commitment to increasing interaction, listening, and strengthening communication and engagement with the sector.

In 2025, the Board has maintained its focus on seeking input from sector partners, principals and governing body chairpersons and providing the proactive engagement, education and support that is so vital in helping schools and governing bodies meet their obligations. One significant achievement has been working closely with the Queensland Curriculum and Assessment Authority (QCAA) to develop and publish revised educational guidelines that better meet the needs of the sector and students.

The Board has also published a Regulatory Approach Statement outlining its overarching approach to regulating non-state schools, as well as a decision-making framework that transparently articulates the Board’s decision-making principles and processes.

Working from this robust foundation are 14 new authorised persons, taking the total number of authorised persons to 28. Appointed by the Board, authorised persons support the Board to perform its current legislative functions. As part of the Board’s new approach, authorised persons will, in time, be proactively engaging with schools and governing bodies to help them achieve and maintain compliance with the *Education (Accreditation of Non-State Schools) Act 2017* and the *Education (Accreditation of Non-State Schools) Regulation 2017*.

In line with the Minister’s clear direction issued to the Board on 23 June 2025, the Board remains steadfast in its commitment to ensuring the highest standards of student safety and protection in Queensland’s non-state schools. The Board recognises the critical importance of the mandatory reporting obligations placed upon schools to protect students, and continues to embed student safety as a central focus of its regulatory functions. The Board is committed to working collaboratively with schools to educate, support and monitor compliance with these obligations, reinforcing a culture where the safety and wellbeing of every student is at the centre of everything we do.

The Board, supported by its Secretariat and authorised persons, plays a pivotal role in guiding, supporting and regulating non-state schools in Queensland. Its members’ wide-ranging experience and expertise ensures our teams have the strategic oversight and appropriate resources to navigate a complex and ever-changing educational environment

in which the safety and wellbeing of students, and the delivery of quality educational programs by well-governed non-state schools, remains front and centre of our approach.

The sector can look forward with confidence as we continue to support the Queensland Government's priorities of preparing young Queenslanders for the future and improving the way regulators operate to both achieve positive outcomes and minimise regulatory burden.

This report speaks to the strategic initiatives we have implemented across 2024 and 2025 and the partnerships we have made and strengthened, which will continue to shape the future of non-state education in Queensland for the better.

Thank you to everyone who has contributed to these outcomes.

A handwritten signature in black ink, appearing to read 'P. Walton', is displayed on a light grey rectangular background.

Patrea Walton PSM

Chairperson, nominee of the Minister

Role and functions

The Non-State Schools Accreditation Board (Board) is an independent statutory body in Queensland responsible for accrediting and regulating non-state schools, including those in the independent and Catholic sectors.

Established under the *Education (Accreditation of Non-State Schools) Act 2017* (Act) and supported by the Education (Accreditation of Non-State Schools) Regulation 2017 (Regulation), the Board ensures that these schools meet prescribed standards to provide quality education and safe school environments and maintain public confidence in the sector.

The Board regulates around 550 schools that provide education to more than 300,000 students.

Relevant legislation

The Non-State Schools Accreditation Board is an independent statutory body governed by the *Education (Accreditation of Non-State Schools) Act 2017*.

Our role is to regulate non-state schools in Queensland in accordance with our purpose and the functions defined under the Act and in accordance with the Education (Accreditation of Non-State Schools) Regulation 2017.

These are available at <https://www.legislation.qld.gov.au/view/html/inforce/current/act-2017-024> and <https://www.legislation.qld.gov.au/view/html/inforce/current/sl-2017-0197>.

Vision

Our vision is for quality education in safe environments within Queensland non-state schools.

Purpose

Our purpose is to uphold the highest standards of education in non-state schools, maintain public confidence in the operation of non-state schools and foster educational choice in Queensland.

For the reporting period, the Board operated within the scope of the Strategic Plan 2023-2027 and its Operational Plan 2024-25.

Our regulatory approach

In line with our regulatory approach statement, the Board takes a risk-based approach to regulation, applying a proportionate approach to its risk categories: safety of students, quality of education, governance and leadership and funding and financial. The Board's Regulatory Approach Statement is available at <https://www.nssab.qld.edu.au/Pdf/nssab-regulatory-approach-statement.pdf>.

Regulatory actions include educative, supporting and guidance activities, compliance and monitoring activities and enforcement action. The safety of students and the quality of education is at the centre of all action we take.

This is supported by the decision-making framework, which guides the work of the Board and its Secretariat, available at: <https://nssab.qld.edu.au/Pdf/nssab-decision-making-framework.pdf>.

Objectives

Our Strategic Plan (2024-2028)¹ outlines how we will achieve our vision through our strategic objectives:

1. Best practice regulation supporting the delivery of consistent, high-quality education and safe school environments
2. Informed and capable sector able to effectively manage compliance
3. Consistent and robust decision-making protecting the quality and reputation of the sector.

Each objective includes strategies to support their achievement, and performance measures to monitor our progress.

This annual report provides information on the Board's activities in 2024-25 in fulfilling our responsibilities and progress towards achievement of these objectives.

¹ <https://nssab.qld.edu.au/Documents/nssab-strategic-plan-2024-2028.pdf>

The Board's Strategic Plan 2025-2029² was updated and published on 1 July 2025 to strengthen alignment with the Queensland Government Regulator Performance Framework³ and to support implementation of the Queensland Non-State Schools Accreditation Framework Review Final Report⁴.

Each of these plans is consistent with the requirements of statutory bodies by the Financial and Performance Management Standard 2019, made under the *Financial Accountability Act 2009*.

Our responsibilities

Defined under the Act, the Board's responsibilities include:

- assessing applications for accreditation of non-state schools
- accrediting non-state schools
- assessing and deciding applications about governing bodies' eligibility for government funding
- keeping a register of accredited schools
- monitoring whether accredited schools continue to comply with the accreditation criteria
- monitoring whether the governing bodies of accredited schools are suitable to continue to be a school's governing body
- monitoring whether the governing bodies of non-state schools that are eligible for government funding for the schools continue to meet the government funding eligibility criteria
- monitoring and enforcing compliance with the Act
- conducting investigations about contraventions of, or noncompliance with the Act

² <https://nssab.qld.edu.au/Pdf/nssab-strategic-plan-2025-2029.pdf>

³ <https://qpc.qld.gov.au/docs/Queensland-Government-Regulator-Performance-Framework.pdf>

⁴ <https://qed.qld.gov.au/programs/initiatives/departments/Documents/nssaf-review-final-report.pdf>

- examining, and advising the Minister about, the operation of the accreditation and eligibility for government funding schemes under the Act, including, for example, examining and reporting on a matter referred to the Board by the Minister
- another function given to the Board under the Act or another Act.

Ministerial directions

Under section 123 of the Act, the Minister may give the Board a written direction about a matter relevant to the performance of the Board's functions.

On 23 June 2025, the Minister for Education and the Arts gave a direction to the Board to write to all Queensland non-state school governing body chairs to remind them of their mandatory reporting obligations for student safety and protection, and to urgently undertake an audit of a minimum of 10% of non-state schools, and applying a risk-based identification approach, to assess their student safety and protection processes and implementation of those. The Minister also requested an update in July 2025, and when the audit is complete.

On 25 June 2025, in response to the Ministerial direction, the Board wrote to all governing body chairpersons and all principals of non-state schools, to remind them of their mandatory reporting obligations for student safety and protection and advised of an upcoming audit of schools' implementation of their student protection policies and processes.

Further action to undertake the audit is to occur in the 2025-26 financial year and will be reported in the subsequent annual report.

The Ministerial direction is provided at Appendix 1.

Non-financial performance

Queensland Government’s objectives for the community

The Queensland Government’s objectives for the community reflect the government’s vision for Queensland. The Board actively contributes towards delivery of the objective A *plan for Queensland’s future*. It achieves this by preparing young Queenslanders for the future through the effective regulation of non-state schools and supporting a diverse education system in Queensland.

Our context

Since commencement of the Act, the population of children receiving education in non-state schools has increased from 266,005 in 2018 to 321,885 in 2025, representing a 21% growth in the non-state schooling sector.

Approximately one third of Queensland students are enrolled in a non-state school, a trend that has remained consistent for the past 10 years.

Over the same period, the number of Queensland non-state schools has grown by 8%, from 508 in 2018 to 550 in 2025 (as of 28 February 2025).

Key achievements – a snapshot

Table 1 highlights the Board’s key achievements in the 2024-25 reporting period, aligned to our strategic priorities.

Table 1: Key achievements mapped to objectives in 2024-28 Strategic Plan

Key achievements in 2024-25	Strategic objective
Strategic	
Published an updated 2025-29 Strategic Plan	1, 2, 3
Released the Regulatory Approach Statement	1, 2, 3
Released a revised educational Guideline in collaboration with the Queensland Curriculum and Assessment Authority for: <ul style="list-style-type: none">optional implementation from May 2025	1, 2, 3

Key achievements in 2024-25	Strategic objective
Conducted the annual census of student enrolments	1, 2
Verified 55,839 student FTE enrolments at 106 sites (audit)	1, 2
Capability development	
Recruited 14 additional authorised persons to undertake school visits, bringing the total to 28.	1, 3
Implemented a capability plan for authorised persons including: <ul style="list-style-type: none"> • Induction • Information sessions • Support resources 	1, 2, 3
Commenced development of an authorised persons' guide	1, 2, 3
Provided 13 information sessions, webinars, orientation, refreshers and induction sessions to sector stakeholders, authorised persons and Secretariat staff	1, 2, 3
Supported growth of organisational capacity through onboarding, induction, learning and development for Secretariat staff	1, 3
Stakeholder communications	
Implemented a communications strategy including: <ul style="list-style-type: none"> • publication of regular e-bulletins to stakeholders • maintenance of register of non-state schools • communication of Board decisions through stakeholder letters and website updates • provision of support to schools and governing bodies. 	1, 2
Board member and Secretariat representatives visited regional and south-east locations to engage with schools and governing bodies	1, 2
Regulatory	
Received 38 applications including: <ul style="list-style-type: none"> • 8 new schools • 16 new sites • 3 new type of education • 10 changes to existing site • 1 change to governing body 	1, 3
Decided 44 applications within legislated timeframe including: <ul style="list-style-type: none"> • 5 new schools • 22 new sites • 7 new type of education • 10 changes to existing site 	1, 3
Received and actioned 144 compliance concerns	1, 3
<ul style="list-style-type: none"> • 32 routine assessment school visits by authorised persons 	1
<ul style="list-style-type: none"> • 14 monitoring assessment school visits by authorised persons 	1

Key achievements in 2024-25	Strategic objective
Accepted 83 school review reports	1
Administrative	
Provided 28,704 sessions to 11,705 unique users on website	1, 2, 3
Responded to approximately 869 phone calls and processed 3,905 written enquiries	2, 3
Processed 257 access requests to NSSAB Online Services	1, 2
Commenced review of fact sheets and publications	2
Streamlined papers presented at Board meetings	1
Conducted annual stakeholder satisfaction survey	1, 2
Increased business capability and information security by migration of database to an improved cloud-based system	1

Objectives and performance indicators

Progress against our Strategic Plan 2024-28

Table 2: Progress against 2024-28 Strategic Plan

Strategies	Performance indicators	Performance
Objective 1: Best practice regulation supporting the delivery of consistent, high-quality education and safe school environments.		
Continue to review, strengthen and streamline application and monitoring processes to ensure compliance of Queensland non-state schools with accreditation criteria. Continue to review and enhance the Board's current monitoring system for child protection policies. Continue to enhance the assessment and review	Percentage of schools with a compliance review (including assessment of child protection practices and educational programs) conducted within the previous five years. Percentage of compliance concerns reported within the jurisdiction of the Board that are investigated. Percentage of routine assessments that detect non-compliance that are investigated.	15% of the 551 non-state schools had a compliance review accepted and confirmed in 2024-25. Of the 551 schools currently open, 86% had a compliance review accepted and confirmed within the last 5 years. 100% of compliance concerns investigated. 12 routine assessments detected non-compliance. 100% of these were investigated.

Strategies	Performance indicators	Performance
<p>processes in terms of child protection.</p> <p>Follow through on recommendations from government agencies on matters related to child protection.</p> <p>Monitor non-state schools' compliance with standards of education consistent with QCAA frameworks, the Australian Curriculum and alternative curriculum frameworks recognised by ACARA.</p>		
Objective 2: Informed and capable sector able to effectively manage compliance.		
<p>Continue to review and refine the current enrolment verification process to further strengthen data reliability, validity and integrity.</p> <p>Continue to review and refine census supporting materials.</p> <p>Provide clear, current and readily accessible information on accreditation and funding of non-state schools on the Board's website, its publications and in spoken and written communications.</p>	<p>Percentage of over-counts, under-counts and net discrepancies of full-time equivalent students in census.</p> <p>Percentage of over-counts, under-counts and net discrepancies of needs data in census.</p> <p>Percentage of responding applicants who are satisfied with the resources made available by the Board.</p>	<p>0.08% of full-time equivalent (FTE) enrolments claimed were identified as over-counts at verification and removed. There were undercounts equivalent to 0.07% of claimed FTE that were amended at verification. The net discrepancies of full-time equivalent represented 0.01% of FTE claimed enrolments.</p> <p>3.00% of needs enrolments claimed were identified as over-counts at verification and removed. There were undercounts equivalent to 1.41% of claimed needs enrolments that were amended at verification. The net discrepancies of needs enrolments represented -1.60% of needs-claimed enrolments.</p> <p>The responses to the Board's survey <i>Feedback from Clients on Performance</i> indicated 93% satisfaction with the Board's information provided on its website.</p>

Objective 3:

Consistent and robust decision-making protecting the quality and reputation of the sector.

Operate a fair, efficient and robust accreditation and funding eligibility scheme.	Percentage of valid applications for accreditation and government funding considered and decided within legislated timeframes.	100% of valid applications for accreditation and government funding were considered and decided within legislated timeframes.
Conduct periodic self-review of effectiveness and efficiency of processes and guidelines.	Percentage of assessments scheduled and conducted within legislated timeframes.	100% of assessments were scheduled and conducted within legislated timeframes.
Monitor, improve and streamline Board policies, processes and guidelines.	Percentage of responding applicants who are satisfied with the timelines and processes of the Board when deciding applications.	86% of responding applicants who are satisfied with the timelines and 71% of applicants who are satisfied with processes of the Board when deciding applications.
Conduct investigations into possible contraventions of the Act.	Percentage of allegations of unaccredited places investigated.	100% of allegations of unaccredited places were investigated.

Non-state schools in Queensland

On 30 June 2025, there were 551 accredited non-state schools operating in Queensland.

Table 3: Number of schools by sector

School sector	2024	%	2025	%
Catholic	312	57%	313	57%
Independent	234	43%	238	43%
Total	546		551	

A directory of current non-state schools is available at: <https://nssd.nssab.qld.edu.au/>. A list of non-state schools as at 30 June 2025 is available at <https://nssab.qld.edu.au/Publications/opendata.php>.

The number, type and size of non-state schools is presented in Table 4.

Table 4: Number of non-state schools, by type and size

Types of non-state schools as at 30 June 2025			
	Total	Catholic	Independent
Primary	225	197	28
Secondary	116	70	46
Primary and Secondary	205	46	159
Special	5	0	5
Distance	15	1	14
Boarding	50	16	34
Special assistance	46	14	32
Associated facilities	92	16	76
School size as at 28 February 2025			
	Total	Catholic	Independent
<50 Students	32	11	21
50-199	119	69	50
200-499	160	106	54
500-999	124	83	41
1,000+	115	44	71

Table 5: Changes to school accreditation between 1 July 2024 and 30 June 2025

School changes since 1 July 2024			
	Total	Catholic	Independent
New schools	8	2	6 ⁵
New sites	18	2	16
School amalgamations	0	0	0
Attribute no longer applying	10	3	7
School closures	3	1	2
Site closures	5	1	4

⁵ Including 3 new schools that opened following the division of 1 school.

Our students

On Census Day (28 February 2025), a total of 321,885.49 domestic full-time equivalent (FTE) students attended 550 non-state schools. Of this total, 151,390.55 were primary students and 170,494.94 were secondary students. This is 7,877.58 students more than in February 2024, representing a growth of 2.51%.

Table 6: Student FTEs 2025

Students – non-state schools		
Total	Primary	Secondary
321,885.49	151,390.55	170,494.94

Within the total student population in February 2025, there were:

- 14,576 (4.6%) Students with English as a second language
- 17,352.4 (5.5%) Indigenous students
- 3,478.39 (1.1%) students from isolated areas (remote)
- 2,646.1 (0.8%) students from isolated areas (very remote)
- 5,487.3 (1.7%) boarding students.

Additionally, there were 1,803 overseas students and 213 students on visitor visas, bridging visas with study limitations, or without visas, who are responsible for the cost of their own education.

Combined, the 323,901 domestic and overseas students represent 36.3% of all Queensland school students.

Our programs

Annual collection of school survey data (census)

In February 2025, the Board conducted its annual collection of school survey data for non-state schools.

Under section 168 of the Act, governing bodies of accredited non-state schools must provide the Board with the prescribed school survey data as at Census Day. In 2025, Census Day was 28 February.

Each school is required to complete an online census form for each operating site and mode of delivery.

School survey data is collected in relation to the number of full-time and part-time students enrolled in various years of schooling and categories. This information is used primarily as a basis for allocating any allowances paid per capita.

Key findings from the census are outlined in the above section on p. 15 (Our students).

Enrolment verification program (audit)

Each year, a selected sample of schools is audited to verify the annual school survey data. For the 2025 audit, risk-based sampling was used to select about 15% of non-state schools.

The Board appointed 19 authorised persons for the 2025 audit which was conducted between 12 March 2025 and 30 April 2025.

Authorised persons verified enrolments at 104 sites of 84 schools with a total claimed enrolment of 55,839.96.

87% of census users were satisfied with the resources provided. Key findings from the audit are highlighted in Table 7.

Table 7: 2025 Audit key outcomes

FTE enrolments - discrepancies	
FTE	55,839.96
Overcounts	42.01
Undercounts	39.05
Net discrepancies	2.96
Student needs profiles - discrepancies	
Overcounts	224
Undercounts	105
Net discrepancies	119

Working with children authority program

Under the Act, each director of a non-state school's governing body must have a current working with children authority issued under the *Working with Children (Risk Management and Screening) Act 2000*.

Under section 26(3) of the Act, the governing body of a non-state school is not suitable to be, or to continue to be, a school's governing body unless each director of the governing body has a valid working with children (WWC) authority.

Governing bodies must, within 28 days, provide details to the Board of the appointment or cessation of a director. Updates can be provided via the Board's Online Services at <http://secure.nssab.qld.edu.au>.

As an additional assurance measure, the Board works with Blue Card Services to proactively monitor the currency of WWC authorities and writes to each governing body about the currency of WWC authorities for directors when the governing body's records and/or Blue Card Services show that a director's WWC authority has expired.

Stakeholder feedback

The Board sought written feedback from all governing bodies that received a Board decision on an application during the reporting period.

Governing body directors were invited to provide feedback through an online questionnaire.

A total of 29 governing bodies were approached for feedback on their 42 applications, with 7 responses received for 16 completed applications.

The majority (96%) of respondents reported that the information provided was relevant, useful and easy to access.

Availability of further data

In previous years, the following data was published in the Board's annual reports, and is now available at <https://nssab.qld.edu.au/Publications/opendata.php>:

- Applications for: new school, new type of education, new site, changes to existing sites, changes in relevant student-intake days, and changes to governing bodies
- Amalgamation notices and division notices
- Assessments (routine and monitoring)
- Review program (completed reviews)
- Show cause, Compliance and Information notices (aggregated data)
- Cancellations and surrenders of accreditation
- Compliance concerns about non-state schools and/or governing bodies (aggregated data)
- Notices under the Act
- Enrolment data published annually (for the previous five years) also includes:
 - student full time and part time enrolments
 - overseas students
 - students on a visitor visa, bridging visa with study limitations, or no visa
 - students with English as a second language
 - Indigenous students
 - boarding school enrolments
 - students in remote and very remote locations
 - enrolment verifications.

Governance

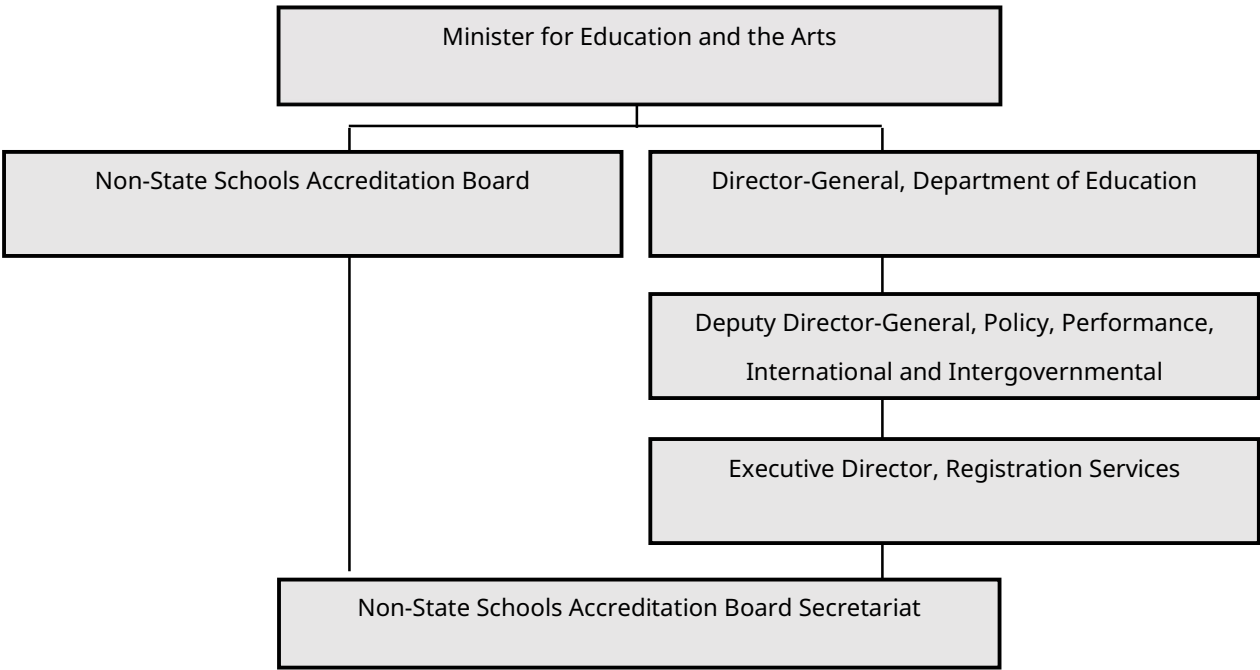
Structure of the Non-State Schools Accreditation Board

The Board is comprised of seven members appointed by the Governor-in-Council, with its composition prescribed in section 102 of the Act.

This includes a Chair, nominees from each of the State, Catholic and Independent school sectors and three Ministerial nominees selected in consultation with the school sectors.

The structure and reporting relationships of the Board and Secretariat is outlined below.

Figure 1: Board and Secretariat reporting relationships⁶



⁶A realignment of central office functions came into effect on 1 July 2025 amending this structure.

Board membership

The prescribed requirements for membership of the Board are outlined below.

Figure 2: Board membership

Membership of Board	
(1)	The Board consists of 7 persons (each a member), as follows—
(a)	1 member nominated by the Minister;
(b)	3 members (the Minister's consultation nominees) nominated after consulting with Independent Schools Queensland (ISQ) and the Queensland Catholic Education Commission (QCEC);
(c)	1 member nominated by the chief executive;
(d)	1 member nominated by ISQ;
(e)	1 member nominated by QCEC.
(2)	Each member must be appointed by the Governor in Council.
(3)	A Minister's consultation nominee—
(a)	must not be a person who is—
	(i) an employee of the department; or
	(ii) working full-time in an accredited school; or
	(iii) a director of an accredited school's governing body; or
	(iv) a member of an entity representing the interests of governing bodies of accredited schools; and
(b)	must be appropriately qualified to be a member of the Board.

Board member profiles

In 2024-25, the Board comprised the following members:

**Ms Patrea Walton PSM
(Chairperson)**

Nominee of the Minister

(12 Feb 2024 — 9
Mar 2026)

*Honorary Doctor of University [Griffith University], Bachelor of Education
[University of Southern Queensland formerly Darling Downs CAE]
Diploma of Education [QUT, formerly Kelvin Grove CAE]*

With an extensive career in education, Ms Walton has held a number of leadership positions including subject master, deputy principal and principal of two Brisbane secondary schools and various senior public service positions, the most recent being Deputy Director-General, State Schooling (2013-2018). Ms Walton has been a member of a number of national committees and advisory boards providing strategic advice on current and emerging education matters. Previous board positions include: (ACARA) Australian Curriculum, Assessment and Reporting Authority (2014-2018); Queensland Curriculum and Assessment Authority (2014-2017); Loreto College Coorparoo (2020-2022); Online Formative Management Board (2020-2022); Learning Creates Advisory Board Member (2020-2022); and a member of the Review of Senior Secondary Pathways Panel (2019-2020).

Ms Walton is a Fellow of the Australian Council for Educational Leaders and was awarded the 2021 ACEL Gold Medal for outstanding contribution to the

	<p>study and practice of educational administration and leadership. Other acknowledgements include the QUT Education Outstanding Alumni Award (2018); an Outstanding Contribution to Education Award from Australian Council of Deans of Education (2018) and the Public Service Medal (2017).</p> <p>Other noteworthy achievements include narrowing the Year 12 certification gap for Aboriginal and Torres Strait Islander students, improving NAPLAN performance, introducing a major review into disability policy, and elevating Queensland's education standards and equity initiatives, earning her the 2016 Australian Human Resources Institute National CEO Diversity Champion award. In 2023 in recognition of her career in education, an honorary doctorate (Doctor of the University) was awarded by Griffith University.</p>
<p>Ms Christine Clarke (Deputy Chairperson) Nominee of the Minister (8 Feb 2024 — 9 Mar 2026)</p>	<p><i>Master of Educational Leadership [Australian Catholic University], Bachelor of Education [University of New England], Bachelor of Arts with Honours [University of New England], Diploma in Education [University of New England], Cert IV Theology [Institute of Faith Education].</i></p> <p>Ms Clarke recently retired after almost 40 years working as teacher and educational leader in Queensland secondary schools.</p> <p>She established her career in Toowoomba before moving to Brisbane in 2011. Ms Clarke has worked in rural and urban schools, co-educational and girls' schools, and medium size and large schools. Her leadership roles have included College Principal, Deputy Principal, Assistant Principal, Curriculum Leader and Pastoral Leader.</p> <p>She has served as an AITSL Initial Teacher Education Panellist. She is a Fellow of the Australian Council for Educational Leaders.</p>
<p>Mr Brian Short OAM Nominee of the Minister (9 Jun 2016 — 2 Dec 2017) (5 Dec 2017 — 4 Mar 2018) (8 Mar 2018 — 7 Mar 2022) (10 Mar 2022 — 9 Mar 2026)</p>	<p><i>Master of Arts [San Jose State University], Master of Literary Studies [University of Queensland], Bachelor of Educational Studies [University of Queensland], Diploma of Education [University of Queensland], Bachelor of Arts [University of Queensland]</i></p> <p>Mr Short retired as Headmaster of Brisbane Grammar School in 2013 after a 40-year career in secondary education. His leadership roles have included Head of Department, Dean of Studies, and Deputy Headmaster – Curriculum, and his teaching experiences have included university lecturing in educational leadership and Australian national government. He was Chair of the Queensland Curriculum and Assessment Authority from 2014 to 2022. He remains involved in education as Chair of Independent Schools Queensland Block Grant Authority.</p> <p>Mr Short is a Fellow of the Australian College of Educators and the Australian Institute of Management, and a member of the Australian Institute of Company Directors.</p>
<p>Mr Terence Burke Nominee of the Minister (8 Mar 2018 — 7 Mar 2022) (10 Mar 2022 — 9 Mar 2026)</p>	<p><i>Master of Educational Administration [University of Queensland], Bachelor of Education [James Cook University], Graduate Diploma in Education (Religious Education) [Australian Catholic University], Certificate in Governance for Not-for-Profits [Governance Institute of Australia], Graduate [Australian Institute of Company Directors], Certificate in Finance [University of New South Wales]</i></p> <p>Mr Burke has been the Secretary of the Queensland Independent Education Union for over 25 years. In this role, he has an overall responsibility for budgeting, expense management, governance, implementation of strategic planning, and reporting to members and the regulator.</p>

	<p>Mr Burke has current directorships on NGS Super, a private health fund, and previously the then Queensland Board of Teacher Registration. He has readily articulated knowledge and practice of corporate governance, risk identification and management, and due diligence.</p>
<p>Mr Duncan Anson Nominee of the Director-General (7 Sep 2023 — 9 Mar 2026)</p>	<p><i>Bachelor of Business [Queensland University of Technology], Graduate [Australian Institute of Company Directors], Fellow of CPA Australia</i></p> <p>Mr Anson is the Chief Finance Officer and an Assistant Director-General within the Queensland Department of Education. In his role, he provides strategic financial advice to the department's chief executive and has overall leadership of the finance strategy, functions and systems. He also leads procurement, fleet and facilities management services.</p> <p>Mr Anson has over 25 years' experience in the Queensland public sector and commenced with the Department of Education in 2017. He has performed other roles within the department, leading human resources, information and technologies, infrastructure and strategic communication functions.</p> <p>Before commencing with the department, he served as the Chief Finance Officer in two other Queensland Government departments for more than seven years.</p>
<p>Mr Christopher Mountford Nominee of Independent Schools Queensland (19 Aug 2021 – 7 Mar 2022) (10 Mar 2022 — 9 Mar 2026)</p>	<p><i>Bachelor of Arts (Political Science) [University of Queensland], Bachelor of Economics [University of Queensland], Graduate of the Australian Institute of Company Directors</i></p> <p>Mr Mountford was appointed the CEO for Independent Schools Queensland in June 2021. Previously, he held the position of Queensland Executive Director of the Property Council of Australia. He has specific expertise in the areas of policy, government advocacy and commercial activities. Mr Mountford has more than two decades of experience in member-based advocacy organisations and government relations. Importantly, he has an exceptional understanding of government regulation and has been influential on numerous state and local government advisory boards.</p>
<p>Mr Allan Blagaich Nominee of the Queensland Catholic Education Commission (11 Sep 2023 — 9 Mar 2026)</p>	<p>Mr Blagaich was appointed as Executive Director, Queensland Catholic Education Commission in June 2023 and commenced in the role in September 2023. Before this appointment, Mr Blagaich was the Executive Director of the School Curriculum and Standards Authority, Western Australia (WA), (2011-2023). In this role he worked closely with the Association of Independent Schools Western Australia, Catholic Education Western Australia, and the Department of Education Western Australia.</p> <p>Before 2011, he held the roles of Executive Director, Statewide Planning and Delivery (2010-2011) and Executive Director Metropolitan Schools (2008-2009) at the Department of Education WA. He was a principal of a senior secondary school in WA (2002-2008) and deputy principal in three senior secondary rural, outer metropolitan and metropolitan schools.</p> <p>He has served as chair of the Australasian Curriculum Assessment and Certification Authorities (ACACA) in 2012 and 2013, and as chair of the Australasian Curriculum Assessment and Certification Authorities Vocational Education and Training Committee (2011-2023). He was a board member of the Australian Curriculum, Assessment and Reporting Authority (ACARA) representing WA. Mr Blagaich was a foundation director of the Australian Institute of Teaching and School Leadership (AITSL) and served as the West</p>

Australian jurisdictional nominee for three years. He was one of the three writers charged with developing the Australian Professional Standard for Principals.

In 2006, Mr Blagaich was awarded Rotary Principal of the Year and was subsequently awarded a Churchill Fellowship to investigate how systems support schools facing challenging circumstances. He undertook his fellowship in 2008, studying education systems in Chicago, Boston, New York, Toronto, England and Scotland.

Board member remuneration

Members of the Board are remunerated in a manner consistent with *Remuneration Procedures for Part-Time Chairs and Members of Queensland Government Bodies*, available at https://www.qld.gov.au/_data/assets/pdf_file/0025/39481/remuneration-procedures.pdf. Details of remuneration are provided in Table 8 and in the Financial Reporting section (p. 41) of this report.

Table 8: Remuneration and meeting attendance of Board members

Position	Name	Meetings/ sessions attendance	Approved annual, sessional or daily fee (\$)	Actual fees received (\$)
Board Chairperson	Ms Patrea Walton PSM	9	10,000	10,000
Deputy Chairperson	Ms Christine Clarke	11	5,500	5,500
Board member	Mr Terence Burke	9	5,500	5,500
Board member	Mr Brian Short OAM	8	5,500	5,500
Board member	Mr Duncan Anson	9	N/A	0
Board member	Mr Christopher Mountford	10	5,500	5,500
Board member	Mr Allan Blagaich	10	5,500	5,500
Total				37,500
No. of scheduled meetings/sessions		11		
No. of out-of-session resolutions		16		

Non-State Schools Accreditation Board Secretariat

The functions and responsibilities of the Board are supported by the Non-State Schools Accreditation Board Secretariat. It provides administrative and operational support to the Board, including complaints management and implementation of Board decisions.

Section 120 of the Act requires that the Secretariat must provide support to the Board to discharge its functions.

The Secretariat is supported by Queensland Department of Education systems and processes, as well as the Office of the Executive Director, Registration Services.

The goals, strategies and performance measures of the Secretariat are covered by the Department of Education's strategic plan. Reporting of relevant performance measures are reported in the department's annual report.

Public Sector Ethics

The *Public Sector Ethics Act 1994* applies to public sector entities as defined under this Act. The Board is a public sector entity, and the Board's Chairperson is the chief executive officer of the entity, for the purposes of this Act. The Minister for Education is the relevant responsible authority under that Act.

These align with the obligations of Board and Committee members and authorised persons, described in the *Code of Conduct for Members of the Non-State Schools Accreditation Board, Members of a Committee of the Board and Authorised Persons appointed by the Board*, made under the *Public Sector Ethics Act 1994*. More information about the code of conduct can be located at: <https://www.nssab.qld.edu.au/Pdf/Code-of-conduct-2018.pdf>.

Board members, authorised persons and Secretariat staff are provided access to appropriate education and training about public sector ethics in accordance with requirements of this Act.

The Secretariat applies the Public Sector Code of Conduct to its administrative procedures and human resource management procedures and practices and management. All staff undertake mandatory annual Code of Conduct training.

Values embedded in the Board's Strategic Plan, Regulatory Approach Statement and decision-making framework are congruent with the public sector ethics principles and the Board's Code of Conduct.

Human Rights

To assist compliance with the *Human Rights Act 2019* (HR Act), the Board developed and uses a Human Rights Compatibility Assessment Tool and applies the HR Act in its regulatory activities.

During the reporting period:

- actions and decisions of the Board were compatible with human rights, and
- in making its decisions, the Board properly considered human rights relevant to the decision.

The Board's revised decision-making framework published in 2024-25 complies with the prescribed human rights. No human rights complaints were made to the Board during the reporting period.

Risk management

The Board has established and maintained a system of risk management for effectively identifying and managing its strategic and operational risks. The system is consistent with the requirements of the FAA and the FPMS.

The Board manages its risks under its Risk Register (including its Risk Management Framework). The register is reviewed frequently to ensure risks remain current and at the appropriate level.

On the basis that the Board is a relatively small agency, and that the potential risks and consequential costs of risks are medium to low, the Board has not established a risk management committee. The functions usually associated with a risk management committee are undertaken by the Board.

Complaints (Compliance concerns) procedure

The Board is an independent body that has certain prescribed statutory responsibilities under the Act. Persons who have complaints about non-state schools or their governing bodies can raise concerns about these entities to the Board.

Under the Act, the Board's jurisdiction is confined to a limited number of matters in relation to non-state schools. The two key areas of this jurisdiction are:

- whether the governing body of a non-state school is suitable to continue to be the school's governing body, and
- whether a school is complying, or has not complied, with one or more of the statutory accreditation criteria prescribed by the Regulation.

The Board acts within the Compliance concerns and Complaints Management Policy available at <http://nssab.qld.edu.au/Complaints/index.php>.

Individuals, governing bodies and schools may seek an independent external review of Board decisions through the Queensland Civil and Administrative Tribunal (QCAT). This external review mechanism supports transparency and accountability of Board decisions.

In the reporting period, there were 3 matters considered by QCAT, with 2 matters finalised. One QCAT matter is still under consideration. QCAT is also considering a cost application submitted by a former governing body.

Internal audit

The Board has not established an internal audit function, on the basis of the following:

- the Board is audited annually by the Queensland Audit Office (QAO)
- the Board has in place a comprehensive system of identifying areas of operational and financial risk, and has arrangements in place to manage those risks
- the Board Secretariat, as part of the Department of Education, is subject to audit by that department's internal auditors.

External scrutiny

Independent external reviews of Board decisions are provided by QCAT.

In 2024-25, the Board engaged the QAO to provide external audit services to comply with legislative requirements.

The Auditor-General's report *State entities 2024* (Report 11: 2024–25) is available at <https://www.qao.qld.gov.au/reports-resources/reports-parliament/state-entities-2024> and

the report *Education 2024* (Report 15: 2024–25) is available at <https://www.qao.qld.gov.au/reports-resources/reports-parliament/education-2024>.

The QAO issued an unmodified audit opinion for the Board on 6 August 2025.

ICT systems

The Board's ICT business system drives the delivery of timely and accurate regulatory monitoring and reporting to inform the work of the Board, and to communicate outcomes to schools, governing bodies and community stakeholders.

During 2024-25, the Board ICT business system was further developed to gain general efficiencies in business operations. This included IT upgrades and migration to a new cloud-based web-based business information system.

This replaced the end-of-life technology which included multiple access database solutions, providing a stable, secure integrated software solution that improves the performance and integrity of compliance and regulatory functions. The business system is supported by a department-funded maintenance and support contract.

The business system provides excellent facility and efficiency in data management, control and reporting and can undertake a wide range of data analyses to support the work of the Board.

The NSSAB portal supports the exchange of data and information between schools, governing bodies and the Board. This provides a platform for users to update information, submit applications and provide data, such as student enrolment numbers.

Records management

Records of the operations of the Board are maintained in accordance with the *Public Records Act 2023*.

The Board uses the secure recordkeeping system of the Department of Education to capture, manage, store, and retrieve its electronic documents. Secure and confidential storage of the Board's hardcopy files is provided off-site.

Open data

The Board's open data strategy identifies, assesses and prioritises data for release; outlines a four-year forward plan for delivery of the initiative; and includes other topics, such as approaches to governance, regulatory compliance, and an objective to minimise duplication of effort.

Data published under the Board's open data strategy is available on the Board's website at <https://nssab.qld.edu.au/Publications/opendata.php>, and via the Queensland Government Open Data website at <https://www.data.qld.gov.au>.

Publication of data through the Queensland Government Open Data Portal complements the information contained within this annual report. A number of annual reporting requirements are addressed through publication of data on the Open Data Portal.

Strategic workforce planning and performance

Members of the Board are permitted to hold office for a term of up to 4 years and are eligible for re-appointment.

Officers of the Board Secretariat are employees of the Department of Education. Therefore, details of workforce profiles, planning, performance, early retirement, redundancy and retrenchment, and support for mental and physical wellbeing will be included in the Department of Education's annual report.

Financial performance

Budget

Under section 61(e) of the *Financial Accountability Act 2009*, the Board is required to undertake planning and budgeting appropriate to its size. On 5 September 2024, the Board approved its budget for the 2024–25 financial year (total expenditure \$2,641,717).

Funding source

The Board's funding source is mostly comprised of an appropriated amount specified in the Service Delivery Statements (Department of Education). The Board also receives interest on its bank account.

The Board receives material-contributed services from the Department of Education. These contributed services would have been purchased if they had not been contributed by the department. The fair value of those services at cost is recognised as Contributed Service Revenues and Expenses in the Board's Statement of Comprehensive Income in the Board's financial reports. For 2024–25, the contributed services amount was \$4,832,247.

The appropriated amount specified in the Service Delivery Statements (Department of Education) 2024–25 was \$2,582,756. The Board carried forward \$387,717 from 2023–24.

Inclusive of bank account interest, the Board's total available funds for its operations in the reporting period was \$2,660,589.

Expenditure

The Board's total expenditure for 2024–25 was \$2,594,169, an increase of \$726,635 (38.91%) over the previous year's spend. The increase in expenditure in 2024–25 is primarily due to legal fees payable in relation to the management of complex compliance investigations and matters lodged with QCAT as well as expansion of education and advisory services (including training) and increased costs for monitoring assessments.

Accumulated surplus

At the end of 2024–25, the Board had an accumulated surplus of \$454,137.



**Non-State Schools
Accreditation Board**

Non-State Schools Accreditation Board

Financial Statements

for the year ended 30 June 2025

(Tier 2)

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Non-State Schools Accreditation Board
Financial Statements
for the year ended 30 June 2025

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Non-State Schools Accreditation Board
Statement of Comprehensive Income
For the Year Ended 30 June 2025

OPERATING RESULT	Notes	2025	2024
		\$	\$
Income from continuing operations			
Grants and other contributions	2	2,582,756	2,173,000
Contributed service revenues	4	4,832,247	2,182,981
Interest		77,833	40,760
Total income from operations		7,492,836	4,396,741
Expenses from continuing operations			
Operating expenses	3	2,594,169	1,867,534
Contributed service expenses	4	4,832,247	2,182,981
Total expenses from continuing operations		7,426,416	4,050,515
Operating result from continuing operations		66,420	346,226
OTHER COMPREHENSIVE INCOME		-	-
TOTAL COMPREHENSIVE INCOME		66,420	346,226

The accompanying notes form part of these statements.

Non-State Schools Accreditation Board
Balance Sheet
As at 30 June 2025

	2025	2024
	\$	\$
Current assets		
Cash and cash equivalents	465,162	444,423
Receivables	45,724	22,705
Total current assets	510,886	467,128
Total assets	510,886	467,128
Current liabilities		
Payables	56,749	79,411
Total current liabilities	56,749	79,411
Total liabilities	56,749	79,411
Net assets	454,137	387,717
Equity		
Accumulated surplus	454,137	387,717
Total equity	454,137	387,717

The accompanying notes form part of these statements.

Non-State Schools Accreditation Board
Statement of Changes in Equity
For the Year Ended 30 June 2025

	2025	2024
Accumulated Surplus	\$	\$
Balance as at 1 July	387,717	41,491
Operating result for the year	<u>66,420</u>	<u>346,226</u>
Balance as at 30 June	<u>454,137</u>	<u>387,717</u>

The accompanying notes form part of these statements.

Non-State Schools Accreditation Board
Statement of Cash Flows
For the Year Ended 30 June 2025

	2025	2024
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
<i>Inflows:</i>		
Grants and other contributions	2,582,756	2,173,000
Interest receipts	77,833	40,760
GST Input tax credits from ATO	175,062	154,378
<i>Outflows:</i>		
Operating expenses	2,616,831	1,883,123
GST paid to suppliers	198,081	147,029
Net cash from operating activities	<u>20,739</u>	<u>337,986</u>
Net increase (decrease) in cash and cash equivalents	20,739	337,986
Cash and cash equivalents – beginning of financial year	<u>444,423</u>	<u>106,437</u>
Cash and cash equivalents – end of financial year	<u><u>465,162</u></u>	<u><u>444,423</u></u>

The accompanying notes form part of these statements.

Non-State Schools Accreditation Board
Notes to the Financial Statements
For the Year Ended 30 June 2025

Note 1 – Basis of Financial Statement Preparation

(a) General information about the reporting entity

These financial statements cover the Non-State Schools Accreditation Board (Board). The Board is a Statutory Body established under the *Education (Accreditation of Non-State Schools) Act 2001* (repealed 1 January 2018) and continued in existence from 1 January 2018 under the *Education (Accreditation of Non-State Schools) Act 2017* (Accreditation Act 2017). The Board does not control other entities. The financial statements include the value of all income, expenses, assets, liabilities and equity for the Board as an individual entity.

The objectives of the Board include: to assess applications for accreditation of non-state schools; to accredit non-state schools; to assess and decide applications about governing bodies' eligibility for government funding; to monitor whether accredited schools continue to comply with the accreditation criteria and whether the governing bodies are suitable to continue to be a school's governing body; and to conduct investigations about contraventions of, or noncompliance with, the Accreditation Act 2017. The principal place of business of the Board is Level 4 Education House, 30 Mary Street, Brisbane QLD 4000.

(b) Authorisation of financial statements for issue

The financial statements are authorised for issue by the Chair of the Board and Executive Director of the Board's Secretariat at the date of signing the Management Certificate.

(c) Compliance with prescribed requirements

The financial statements have been prepared in compliance with the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*.

These general purpose financial statements are prepared in accordance with the disclosure requirements of Australian Accounting Standards – Simplified Disclosures. The financial statements comply with the recognition and measurement requirements of all Australian Accounting Standards and Interpretations applicable to not-for-profit entities, and the presentation requirements in those standards as modified by AASB 1060 - *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities*.

Note 1 – Basis of Financial Statement Preparation (continued)

(d) Underlying measurement basis

The financial statements are prepared on an accrual basis, with the exception of the statement of cash flows which is prepared on a cash basis.

The historical cost convention is used as the measurement basis unless otherwise stated.

(e) Presentation matters

Currency and rounding - Amounts included in the financial statements are in Australian dollars and are rounded to the nearest dollar.

Comparatives - Comparative information reflects the audited 2023-2024 financial statements.

Current / non-current classification - Assets are classified as current where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as current where they are due to be settled within 12 months after the reporting date, or the Board does not have the right at the end of the reporting date to defer settlement of a liability for at least 12 months after the reporting date.

(f) Taxation

The Board is exempted from income tax under the *Income Tax Assessment Act 1936* and is exempted from other forms of Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST).

Receivables and payables in the balance sheet are shown inclusive of GST. GST credits receivable from, and GST payable to, the ATO at the reporting date are separately recognised in receivables within Note 5.

(g) New and revised accounting standards

First time mandatory application of Australian Accounting Standards and Interpretations - No new accounting pronouncements applicable for the first time in 2024-25 had a material impact on the Board.

Early adoption of Australian Accounting Standards and Interpretations - No accounting pronouncements were early adopted in the 2024-25 financial year.

Voluntary changes in accounting policy - No voluntary changes in accounting policies occurred during the 2024-25 financial year.

Note 2 – Grants and other contributions

Accounting policy

Grants and contributions arise from transactions that are non-reciprocal in nature (i.e. do not require any goods or services to be provided in return). Grants and contributions relate to funding and services received from the Department of Education.

The grants and contributions are accounted for under AASB 1058 *Income of Not-for-Profit Entities*, whereby revenue is recognised upon receipt of the grant funding. The Board did not receive any specific purpose capital grants in this financial year.

Additional disclosures

The entire amount of \$2,582,756 from grants for 2024-25 represents grants from the Department of Education (2023-2024: \$2,173,000).

Note 3 – Operating expenses

	2025	2024
	\$	\$
Archiving expense	350	373
Annual Report expense	1,250	1,150
Audit Fees (financial audit provided by Queensland Audit Office)	5,040	4,800
Authorised persons – Assessments	110,073	102,789
Authorised persons – Census	505,678	256,863
Authorised persons – Investigations	470	-
Authorised persons – Monitoring	268,326	456,524
Authorised persons – QCAT	8,507	3,323
Authorised persons – Unaccredited Places	-	5,000
Bank charges & Interest expense	95	98
Board member fees	37,500	36,229
Database / IT expenses	250,337	264,591
Freight / Postage	889	663
Insurance	2,153	2,880
Legal expenses	596,613	601,643
Meeting expenses	8,192	2,057
Professional expenses	577,095	40,775
Other expenses	475	-
Research	40	38
Training	179,645	15,629
Travel	41,441	72,109
Total operating expenses	2,594,169	1,867,534

Note 4 – Contributed services

The Board receives material contributed services free of charge from the Department of Education (the Department). These contributed services would have been purchased if they had not been contributed by the Department. The fair value of those services at cost is recognised as Contributed service revenues and expenses in the Statement of Comprehensive Income. The contributed service revenues are accounted for under AASB 1058 *Income of Not-for-Profit Entities*.

	2025	2024
	\$	\$
Employee expenses	4,243,343	1,921,542
Corporate administration	202,940	58,765
Accommodation	329,912	167,376
Telecommunications	2,449	14,012
Car parking	4,163	4,245
Workers compensation	49,440	17,041
Total contributed services	4,832,247	2,182,981

Note 5 – Financial instruments

Financial instruments – Accounting policy on recognition

Cash and cash equivalents include all cash and cheques receipted at 30 June 2025 as well as deposits held at call with financial institutions.

Receivables and payables are initially measured at fair value plus or minus directly attributable transaction costs and are subsequently measured at amortised cost.

	2025	2024
	\$	\$
<i>Financial assets at amortised cost</i>		
Cash and cash equivalents	465,162	444,423
Receivables	45,724	22,705
Total	510,886	467,128
<i>Financial liabilities at amortised cost</i>		
Payables	56,749	79,411
Total	56,749	79,411

Note 6 – Key management personnel (KMP) disclosures

Details of key management personnel

The following details for non-Ministerial key management personnel include Board members who had authority and responsibility for planning, directing and controlling the activities of the Board and those positions accountable for the provision of administrative support services reasonably required for the Board to carry out their functions effectively and efficiently, as mentioned in section 120 of the *Education (Accreditation of Non-State Schools) Act 2017*.

Position	Position responsibility
Board Members	The strategic leadership, guidance and effective oversight of the management of the Board, including its operational and financial performance.
Executive Director	Responsible for ensuring that support to the Board is provided in an efficient, effective and economical manner.

The Executive Director has additional responsibilities within the Policy, Planning, International and Intergovernmental Branch in the Department of Education. Consequently, approximately 50% of the Executive Director's remuneration expense is notionally attributable to the Board.

KMP remuneration policies

Eligible members of the Board are paid in accordance with the Queensland Government's *Remuneration procedures for part-time Chairs and members of Queensland Government bodies*. Members of the Board who are public sector employees are ineligible to receive remuneration.

Remuneration policy for the Board's key management personnel is set by the Queensland Public Service Commission as provided for under the *Public Sector Act 2022*.

The remuneration and employment conditions for the Executive Director are specified in Directive 09/23 effective 01/07/2023 by the Public Service Commission.

The remuneration for the Executive Director is provided by the Department of Education at no cost to the Board. Remuneration expenses for the Executive Director comprise the following components:

Note 6 – KMP disclosures (continued)

Short term employee expenses which include:

- salaries and allowances earned and expensed for the entire year, or for that part of the year during which the employee occupied the specific position.
- performance payments recognised as an expense during the year.
- non-monetary benefits – consisting of provision of vehicle together with fringe benefits tax applicable to the benefit.

Long term employee expenses – mainly annual leave and long service leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied the specific position.

Post-employment expenses – mainly superannuation contributions.

Termination benefits – not provided for within individual contracts of employment. Contracts of employment provide only for notice periods or payment in lieu of notice on termination.

The following disclosures focus on the expenses incurred by the Board during the respective reporting periods that is attributable to key management positions. Therefore, the amounts disclosed reflect expenses recognised in the Statement of Comprehensive Income.

Remuneration expenses

Board Members – Fees

Member name	Membership details	2025 \$	2024 \$
Ms Patrea Walton PSM (Chairperson)	Appointed 12 February 2024	\$10,000	3,475 (pro rata)
Ms Christine Clarke	Appointed 8 February 2024	5,500	1,961 (pro rata)
Mr Brian Short OAM	Reappointed 10 March 2022	5,500	5,500
Mr Terence Burke	Reappointed 10 March 2022	5,500	5,500
Mr Duncan Anson ¹	Appointed 7 September 2023	-	-
Mr Christopher Mountford	Reappointed 10 March 2022	5,500	5,500
Mr Allan Blagaich	Appointed 11 September 2023	5,500	4,426 (pro rata)

¹ Nominee of the Director-General of Education and ineligible to receive remuneration.

Note 6 – KMP disclosures (continued)

Management personnel

The following disclosures focus on the expenses incurred by the Department of Education, on behalf of the Board, during the respective reporting periods that is attributable to key management positions. Therefore, the amounts disclosed are reflected in the *Contributed service expenses* amount recognised in the Statement of Comprehensive Income.

2024-25

Position	Short-term employee expenses		Long-term employee expenses	Post-employment expenses	Termination benefits	Total expenses
	Monetary expenses	Non-monetary benefits				
	\$	\$	\$	\$	\$	\$
Executive Director	115,768		2,399	14,761	-	132,928

2023-24

Position	Short-term employee expenses		Long-term employee expenses	Post-employment expenses	Termination benefits	Total expenses
	Monetary expenses	Non-monetary benefits				
	\$	\$	\$	\$	\$	\$
Executive Director	101,648	-	1,363	13,134	-	116,145

Note: The Executive Director's Full Time Equivalent = 0.5.

Performance payments

No KMP remuneration packages provide for performance or bonus payments.

Note 7 – Related party transactions

A related party of a KMP of the Board controls another Queensland government-related entity that provides services to the Board. These services are provided on an arm's length basis on the same terms and conditions applicable to all other Queensland government-related entities. An amount of \$5,550 (excl. GST) was paid this financial year.

The Board receives grant funding and material contributed services free of charge from the Department of Education (refer to note 2 and note 4).

Note 8 – Contingencies

As of 30 June 2025, the Board was a party to two matters filed with the Queensland Civil and Administrative Tribunal. It is not possible to make a reliable estimate of the final amount payable, if any, in respect of the matters before the tribunal at this time.

Note 9 – Events occurring after balance date

No significant events occurred after the balance date.

Note 10 – Other information

Insurance

The Board insures for public liability risks currently held with the Queensland Government Insurance Fund.

Note 11 – Economic support by the Department of Education

The Board is reliant on grant funding from the Department of Education to support its operations. The Department guarantees continued funding for the foreseeable future and the payment of all debts of the Non-State Schools Accreditation Board as and when they fall due.

Non-State Schools Accreditation Board
Management Certificate
For the Year Ended 30 June 2025

These general purpose financial statements have been prepared pursuant to s.62 (1)(a) of the *Financial Accountability Act 2009* (the Act), s.39 of the *Financial and Performance Management Standard 2019* and other prescribed requirements. In accordance with s.62(1)(b) of the Act we certify that in our opinion:

- (a) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects; and
- (b) the financial statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Non-State Schools Accreditation Board for the financial year ended 30 June 2025 and of the financial position of the Board as at that date.

We acknowledge responsibility under s.7 and s.11 of the Financial and Performance Management Standard 2019 for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.



Patrea Walton PSM
Chairperson
Non-State Schools Accreditation Board

Date 5 August 2025



Deborah Moraitis
Acting Executive Director, Registration
Services
Department of Education

Date 5 August 2025

INDEPENDENT AUDITOR'S REPORT

To the Board of Non-State Schools Accreditation Board

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report of Non-State Schools Accreditation Board.

The financial report comprises the balance sheet as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements including material accounting policy information, and the management certificate.

In my opinion, the financial report:

- a) gives a true and fair view of the entity's financial position as at 30 June 2025, and its financial performance and cash flows for the year then ended; and
- b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards – Simplified Disclosures.

Basis for opinion

I conducted my audit in accordance with the *Auditor-General Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

I am independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including independence standards)* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General Auditing Standards*.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the entity for the financial report

The Board is responsible for the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards – Simplified Disclosures, and for such internal control as the Board determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The Board is also responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the entity or to otherwise cease operations.

Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of my responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:

https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of my auditor's report.

Report on other legal and regulatory requirements

Statement

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2025:

- a) I received all the information and explanations I required.
- b) I consider that, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.

Prescribed requirements scope

The prescribed requirements for the establishment and keeping of accounts are contained in the *Financial Accountability Act 2009*, any other Act and the Financial and Performance Management Standard 2019. The applicable requirements include those for keeping financial records that correctly record and explain the entity's transactions and account balances to enable the preparation of a true and fair financial report.



Bhavik Deoji
as delegate of the Auditor-General

6 August 2025
Queensland Audit Office
Brisbane

Appendices

Appendix 1

Ministerial Direction to the Board (issued 23 June 2025)



Minister for Education and the Arts

23 JUN 2025

Ms Patrea Walton PSM
Chair
Non-State Schools Accreditation Board
Email: nssab.admin@qed.qld.gov.au

1 William Street Brisbane 4000
PO Box 15033 City East
Queensland 4002 Australia
Telephone +61 7 3719 7270
Email: education@ministerial.qld.gov.au
arts@ministerial.qld.gov.au

Dear Ms Walton

Patrea,

I am writing to you as Chair of the Non-State Schools Accreditation Board (NSSAB) to request your continued proactive efforts in ensuring that all Queensland non-state school governing bodies and principals are fully aware of their mandatory reporting obligations under child protection legislation, and reflective of the student welfare accreditation criterion and processes prescribed in the *Education (Accreditation of Non-State Schools) Act 2017* and the *Education (Accreditation of Non-State Schools) Regulation 2017*.

The safety and wellbeing of children in Queensland schools is a shared responsibility, and compliance with mandatory reporting requirements is a cornerstone of our child protection framework.

I acknowledge the proactive work of NSSAB to educate and alert non-state school principals and governing body chairs to mandatory reporting obligations. I note your presentation at a Lutheran Education Queensland (LEQ) event on 25 October 2024 to highlight the need for principals and governing bodies to understand child protection legislation, the need for strict compliance, and immediate reporting.

I am also aware that NSSAB has hosted forums for non-state school principals and governing body chairs in March and May this year, again with a focus on child safety and protection, legislation and immediate mandatory reporting obligations.

Given recent cyber-bullying incidents reported at non-state schools, including serious matters under investigation by the Queensland Police Service, there is a need for NSSAB to continue taking action to ensure everything possible is done to protect the safety and wellbeing of students.

To this end, and in accordance with section 123 of the *Education (Accreditation of Non-State Schools) Act 2017*, I am directing NSSAB to write to all Queensland non-state school governing body chairs to again remind them of their mandatory reporting obligations for child safety and protection.

I also direct NSSAB to urgently undertake an audit of a minimum of 10% of non-state schools, including Good Shepherd Lutheran College, and applying a risk-based identification approach, to assess their child protection and child safety processes, and implementation of those.

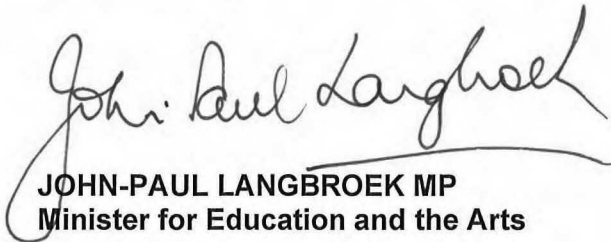
I ask NSSAB to update me on these matters in July, and when the audit is complete.

I trust that NSSAB will continue to play a vital role in supporting non-state schools to meet their legislative obligations and uphold the highest standards of child safety.

If you require additional information or would like to discuss this matter further, please contact me. Alternatively, I invite your Chief of Staff to contact Mr Mitchell Potts, Chief of Staff of my office, on (07) 3719 7270.

Thank you for your ongoing commitment to ensuring the safety and wellbeing of Queensland's children.

Yours sincerely

A handwritten signature in black ink, reading "John-Paul Langbroek". The signature is fluid and cursive, with a long horizontal stroke at the end.

JOHN-PAUL LANGBROEK MP
Minister for Education and the Arts

Ref: 25/538805

Appendix 2

Glossary

Term	Meaning/description
AASB	Australian Accounting Standards Board
ACARA	Australian Curriculum, Assessment and Reporting Authority
Act	<i>Education (Accreditation of Non-State Schools) Act 2017</i>
accreditation criteria	Prescribed in the Regulation, part 1
authorised person	An authorised person appointed by the Board under the Act, s 130
ARRs	Annual report requirements for Queensland Government agencies
ATO	Australian Tax Office
Board	The Non-State Schools Accreditation Board, established under the <i>Education (Accreditation of Non-State Schools) Act 2001</i> on 21 September 2001, and continued in existence from 1 January 2018 under the <i>Education (Accreditation of Non-State Schools) Act 2017</i>
Census Day	The last Friday in February of each calendar year, as prescribed in the Regulation
compliance notice	A statutory notice that the Board is authorised to give to a governing body under s 62 and s 87 of the Act, requiring the governing body to rectify a particular matter if the Board reasonably believes that an accredited school: <ul style="list-style-type: none"> (a) is not complying with an accreditation criterion, or (b) has not complied with an accreditation criterion in circumstances that make it likely the non-compliance will continue or be repeated, and <ul style="list-style-type: none"> (i) a matter relating to the non-compliance is reasonably capable of being rectified and (ii) it is appropriate to give the school's governing body an opportunity to rectify the matter and (iii) the Board has not given a show cause notice about the non-compliance to the governing body
Director-General	The Director-General of the Department of Education.
eligibility for government funding criteria	The eligibility for government funding criteria, as prescribed in the Act, s 10
enrolment verification	The function of verifying school survey data relating to an accredited school, by an authorised person
FAA	<i>Financial Accountability Act (2009)</i>
FPMS	Financial and Performance Management Standard 2019
GST	Goods and services tax
ICT	Information and communications technology
ISQ	Independent Schools Queensland

Term	Meaning/description
KMP	Key management personnel
Minister	The Minister for Education and the Arts
Ministerial direction	The Minister for Education may give the Board written directions about the Board's performance of its statutory functions under the Act, s 123
NSSAB	Non-State Schools Accreditation Board
QAO	Queensland Audit Office
QCAA	Queensland Curriculum and Assessment Authority
QCAT	Queensland Civil and Administrative Tribunal
QCEC	Queensland Catholic Education Commission
Regulation	Education (Accreditation of Non-State Schools) Regulation 2017
review program	The process whereby governing bodies of schools demonstrate that they, and their schools, comply with the requirements for accreditation and, if relevant, eligibility for government funding, under the Act and the Regulation
school survey data	Data that a governing body of an accredited non-state school must provide under the Act, s 168

Appendix 3

Compliance checklist

Summary of requirement		Basis for requirement	Annual report reference
Letter of compliance	<ul style="list-style-type: none"> A letter of compliance from the accountable officer or statutory body to the relevant Minister/s 	ARRs – section 7	p. 1
Accessibility	<ul style="list-style-type: none"> Table of contents Glossary 	ARRs – section 9.1	Contents p. iii Glossary p.47
	<ul style="list-style-type: none"> Public availability 	ARRs – section 9.2	p. i
	<ul style="list-style-type: none"> Interpreter service statement 	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3	p. i
	<ul style="list-style-type: none"> Copyright notice 	<i>Copyright Act 1968</i> ARRs – section 9.4	p. ii
	<ul style="list-style-type: none"> Information Licensing 	<i>QGEA – Information Licensing</i> ARRs – section 9.5	Not applicable
General information	<ul style="list-style-type: none"> Introductory Information 	ARRs – section 10	p. 2-5
Non-financial performance	<ul style="list-style-type: none"> Government's objectives for the community and whole-of-government plans/specific initiatives 	ARRs – section 11.1	p. 9
	<ul style="list-style-type: none"> Agency objectives and performance indicators 	ARRs – section 11.2	p. 9-11
	<ul style="list-style-type: none"> Agency service areas and service standards 	ARRs – section 11.3	p. 11
Financial performance	<ul style="list-style-type: none"> Summary of financial performance 	ARRs – section 12.1	p. 29
Governance – management and structure	<ul style="list-style-type: none"> Organisational structure 	ARRs – section 13.1	p. 19
	<ul style="list-style-type: none"> Executive management 	ARRs – section 13.2	p. 20-24
	<ul style="list-style-type: none"> Government bodies (statutory bodies and other entities) 	ARRs – section 13.3	p. 20
	<ul style="list-style-type: none"> Public Sector Ethics 	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4	p. 24
	<ul style="list-style-type: none"> Human Rights 	<i>Human Rights Act 2019</i> ARRs – section 13.5	p. 25
	<ul style="list-style-type: none"> Queensland public service values 	ARRs – section 13.6	p. 24

Summary of requirement		Basis for requirement	Annual report reference
Governance – risk management and accountability	• Risk management	ARRs – section 14.1	p. 25
	• Audit committee	ARRs – section 14.2	Not applicable
	• Internal audit	ARRs – section 14.3	p. 26
	• External scrutiny	ARRs – section 14.4	p. 26
	• Information systems and recordkeeping	ARRs – section 14.5	p. 27
	• Information Security attestation	ARRs – section 14.6	Not applicable
Governance – human resources	• Strategic workforce planning and performance	ARRs – section 15.1	p. 28
	• Early retirement, redundancy and retrenchment	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	p. 28
Open Data	• Statement advising publication of information	ARRs – section 16	p. 17
	• Consultancies	ARRs – section 31.1	https://data.qld.gov.au
	• Overseas travel	ARRs – section 31.2	Not applicable
	• Queensland Language Services Policy	ARRs – section 31.3	Not applicable
	• Charter of Victims’ Rights	VCSVRB Act 2024 ARRs – section 31.4	Not applicable
Financial statements	• Certification of financial statements	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	p. 44
	• Independent Auditor’s Report	FAA – section 62 FPMS – section 46 ARRs – section 17.2	p. 45



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