

ANNUAL REPORT 2025



 NORTH ACADEMY

Acknowledgement of Country

North Academy acknowledges the Traditional Custodians of country throughout Australia, and recognise their continuing connection to land, sea and community. We pay respect to their traditions, culture, aspirations and Elders past, present and emerging.

Diversity Statement

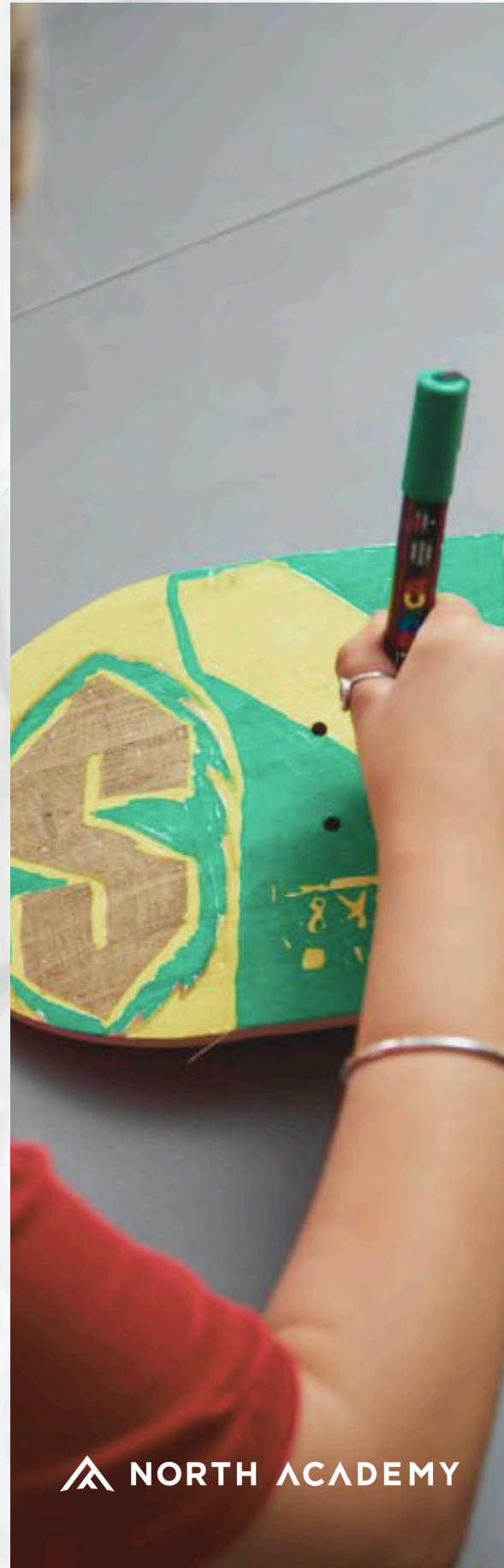
North Academy values diversity, inclusion and progression. We are committed to providing a workplace that welcomes people from all backgrounds, cultures, genders, age and orientation.



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CEO REPORT

Staying true to our purpose has always been at the heart of Allambi Care. From the very beginning, we have remained grounded in our “why” — a deep commitment to ensuring that children and young people, particularly those who are vulnerable and have diverse needs, are supported to thrive. Their wellbeing and potential continue to guide every decision we make.

Allambi Care has a long and proud history of recognising the critical role education plays in shaping positive futures. We have also long understood that mainstream education systems can present significant challenges for many young people. For those with complex needs, these systems can often fall short, leaving gaps where support should exist.

Over many years, Allambi Care has worked alongside government and non-government sectors to bring attention to these challenges and inequities. Through participation in roundtables, research, data collection, and sector collaboration, we have consistently highlighted the systemic barriers faced by vulnerable students.

The evidence shows that too many children are not receiving the tailored support they need to succeed.



It is through this long-term advocacy and learning that the foundation of North Academy was formed. The success we are now seeing has not come overnight. It is the result of years of thoughtful planning, targeted design, and an unwavering commitment to improving outcomes for vulnerable students in our community.

As we close out our third year of North Academy, it is important to acknowledge that this journey would not have been possible without the dedication and vision of our people. We recognise the significant contributions of key staff, including Parker Jackson and Mark Said, whose leadership and commitment have been instrumental in turning this long-standing vision into reality. Alongside them, countless staff have poured their passion, expertise, and energy into building and sustaining this work.

We have reached several significant milestones that reflect both growth and stability. A key achievement has been the ongoing recognition with NESAC providing formal recognition of the quality, consistency, and integrity of our educational offering. Our accreditation and registration not only affirm our current practice but also strengthens our foundation for continued growth and innovation.

We successfully secured a second capital works grant, further demonstrating confidence in the school and its future direction. This investment will support the continued expansion including four new multipurpose classrooms, a dedicated hall, upgraded outdoor learning areas, and refurbished administrative spaces. Importantly, ensuring continued education pathways for students in our community.

This foundation allowed for separation from Allambi Care and the development of Allambi Care Education as a separate entity. The transition was further supported by a comprehensive governance framework, including a structured board succession plan and the careful appointment of key board positions that included Ken Youman and Bronya Thomas, who transitioned across from the Allambi Care board.

While North Academy has evolved into its own entity, it remains closely aligned with Allambi Care, with a strong and enduring membership connection underpinning the relationship.

This commitment is formalised within the constitution, which recognises the significance of this partnership by ensuring ongoing representation from Allambi Care, while also safeguarding independence through the establishment of the Allambi Care Education Board.

Robust governance and accountability structures have been central to this transition. Regular reporting on the progress and performance of North Academy is provided to the Allambi Care Board, ensuring transparency, alignment, and continued shared purpose.

Together, these structures support a balanced model that enables independence and growth, but maintains the same values and collaborative strength that have been fundamental to North Academy's success to date.

The successful separation of North Academy has only been possible through the strength, commitment, and stewardship of its governance. A capable and forward-thinking Board has been instrumental in ensuring the ongoing sustainability and strategic direction of the organisation as it has transitioned into a new entity.

On behalf of Allambi Care I extend my sincere thanks to all those who have contributed their time and expertise to navigating this significant milestone. Outstanding leadership has been shown by Principal Parker Jackson, whose continued performance across all areas has been central to the school's success. His commitment to excellence has ensured that North Academy consistently delivers on its mission and remains responsive to the needs of its students.

I also recognise Mark Said for his ongoing representation of Allambi Care on the Allambi Care Education Board, along with all Board members who remain steadfast in their commitment to providing high-quality alternative education opportunities. Together, their leadership ensures that North Academy continues to grow with purpose, integrity, and a clear focus on the future.

We also acknowledge our students, whose commitment to self-improvement continue to inspire us. Their trust in North Academy to support their educational journey is both a privilege and a responsibility we hold with great care.

North Academy represents a significant investment by Allambi Care staff over many years. What began as a vision has been brought to life through perseverance, passion, and a commitment to ensuring that young people have access to alternative education when they need it most.

We are proud to see North Academy continue to succeed - a testament to the dedication of many staff at Allambi Care who believe in the importance of doing things differently to achieve better outcomes.

Simon Walsh
Chief Executive Officer



PRINCIPAL'S REPORT

As we reflect on 2025, I am incredibly proud to acknowledge that this year marked North Academy's third year of operation. Once again, I have been inspired by the strength, resilience, and commitment of our school community. Every day, our young people, staff, families, and community connections demonstrate what is possible when we stay focused on our purpose and our belief that every young person deserves the opportunity to thrive.

One of our most significant achievements in 2025 was the introduction of our first Year 11 cohort. This milestone represented far more than the addition of a year level; it reflected our commitment to ensuring young people who have found connection, belonging, and success at North Academy can continue their education in an environment that understands and supports their needs.

Equally significant was the successful submission and approval of our application to the NSW Education Standards Authority (NESA) to commence Year 12 in 2026.

The decision to fast-track our year level applications was driven by our "why" – our young people. We recognised the importance of providing continuity, stability, and opportunity for young people who may otherwise face barriers to completing their senior studies.

***We continue to grow
because we refuse to
accept that education
has to look one way.***



Our growth has always been grounded in the belief that every young person deserves the opportunity to achieve their educational goals in a safe, supportive, and capable environment.

None of this would have been possible without our extraordinary staff. I feel privileged to work alongside people who truly understand what it means to do school differently. Their work extends far beyond curriculum and wellbeing delivery. They consistently demonstrate creativity, flexibility, compassion, and a deep belief in the potential of every young person.

They embrace challenges as opportunities, build strong relationships, and continually find new ways to engage young people who have often experienced significant barriers to education. North Academy's success is a direct reflection of their dedication, professionalism, and commitment to thinking differently.

Throughout 2025, we also undertook an important organisational transition. Following careful planning, North Academy separated from Allambi Care and transitioned to our new proprietor, Allambi Care Education.

This marks an exciting new chapter and provides a strong foundation for future growth and sustainability. While our governance structure has evolved, our purpose remains unchanged. We continue to be guided by our commitment to supporting young people through innovative and responsive educational opportunities that meet their diverse needs.

As North Academy moves into this next chapter, I would like to sincerely thank Allambi Care for believing in our vision from the beginning. Without their support, trust, and commitment, North Academy would not exist today. Many individuals have worked tirelessly behind the scenes to help build, shape, and strengthen our school. From governance and operational support to advocacy and encouragement, their contribution has been instrumental.

Thank you for believing in North Academy, our young people, and the power of doing school differently.

As we look ahead to 2026, I am excited by the opportunities before us. The commencement of Year 12 will be a major milestone, allowing us to support young people through to the completion of their secondary education. We remain committed to continuous improvement, innovation, and ensuring every decision is guided by what is best for our young people.

I am also excited to see our Capital Works Project move full steam ahead. This purpose-built environment has been carefully designed with our young people at the centre. It challenges traditional approaches to education while creating a safe, engaging, and inspiring space where young people can thrive. It represents an opportunity to reimagine what education can look like for those who have not always found success in conventional settings. I look forward to seeing this vision come to life and the positive impact it will have for years to come.

To our parents, carers, and wider school community, thank you for continuing to choose North Academy. Your trust and partnership mean a great deal, and your belief in what we do allows us to continue to grow and strengthen our work with young people.

To the Board, thank you for continuing to place your trust in me as we move into this next chapter. I am grateful for your confidence, support and expertise.

Finally, to our North staff, thank you. Your belief in doing school differently is at the heart of North Academy. Every achievement outlined in this report is a reflection of your work alongside our young people.

Parker Jackson
Principal



NORTH ACADEMY

CONTEXT

North Academy is an Independent Non-Government Registered and Accredited Special Assistance School located in West Wallsend, on Awabakal land.

We provide an alternative education setting for young people in Years 9, 10 and 11 who find that mainstream education does not suit their unique social, emotional, behavioural and learning needs.



North Academy provides a safe and welcoming environment where young people experience acceptance, develop positive relationships, and strengthen engagement in education

In our third year of operation, North Academy continues to provide an important alternative education option within the region by offering a safe, inclusive, and responsive learning environment that positively supports the educational journey of young people.

Our educational philosophy is grounded in the belief that every young person deserves the opportunity to learn, grow and succeed in an environment that understands and responds to their individual needs. Through trauma-sensitive and developmentally aware practices, North Academy provides a safe and welcoming environment where young people experience acceptance, develop positive relationships, and strengthen engagement in education.

Small class sizes, individualised support, and flexible learning structures allow staff to support the academic, emotional, behavioural, and wellbeing needs of each young person.

In 2025, North Academy operated four classes consisting of two Stage 5 classes, one Stage 6 (Year 11) class, and an additional support class providing intensive support for young people with significantly low attendance and engagement concerns. This structure allowed staff to provide targeted support while increasing opportunities for successful re-engagement in education.

Stage 5 Courses

We cover all stage 5 course requirements to achieve the NSW Record of School Achievement (RoSA):

- English
- Mathematics
- Science
- Geography
- History
- PD/H/PE

Year 11 Courses

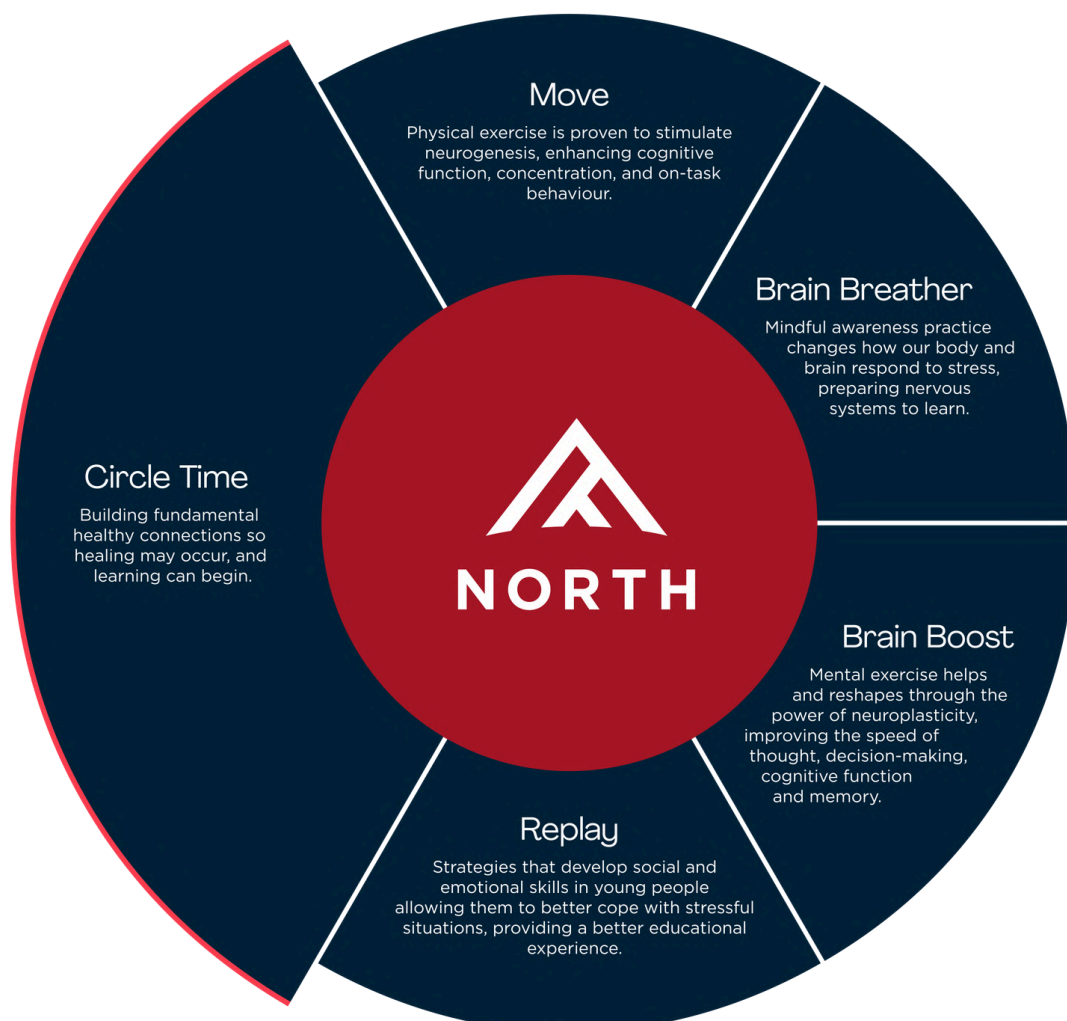
Our senior pathway to independence focuses on ensuring our young people are job and real world ready:

- English Studies
- Numeracy
- Design and Technology
- Society and Culture
- Work Studies
- Marine Studies

NORTH EDUCATION MODEL

The model was created in response to the increasing number of young people who were chronically disengaged, expelled, or suspended from education. It focuses on recognising the impact of trauma, developmental conditions, and mental health needs on an individual's ability to learn. North was evaluated in 2020 by Dr Howard Bath - Clinical Psychologist and child trauma expert.

We have five regular program elements that aim to promote healthy connections and relationships, boost cognitive function, rebuild social and emotional skills and improve coping strategies which are incorporated into our daily schedule.



2025

HIGHLIGHTS

2025 was a year of growth, connection, and achievement at North Academy. Throughout the year, young people were provided with a wide range of opportunities designed to support wellbeing, engagement, learning, and personal development. A key feature of the year was the continued success of Circle Time and community-building activities. Young people embraced opportunities to step outside their comfort zones through beach excursions, fishing trips, wildlife park visits, virtual reality experiences, and community events.



We are proud to offer a wide range of experiences that change the way our young people think about learning.

The highly anticipated annual Murder Mystery brought young people together in an immersive experience that fostered connection, teamwork, and engagement across the school community. Seasonal celebrations, including Northmas and the unexpected excitement of a snow day in the Hunter, further strengthened the sense of belonging that defines North Academy.

The wellbeing of young people remained at the heart of school life. Wellbeing Week provided young people with a dedicated opportunity to focus on holistic health through a range of engaging activities and experiences. Highlights included the popular Wellbeing Week Auction, guest speakers focused on mental health awareness and suicide prevention, and initiatives that promoted inclusion, self-care, and resilience. Daily feedback books, individual wellbeing planning, and targeted programs supporting healthy coping strategies continued to provide young people with opportunities for reflection, growth, and emotional development.

Your Choice Wednesday electives continued to be a valued part of the North Academy experience. Young people participated in a diverse range of activities including martial arts, outdoor recreation, parkour, creative arts, music, handmade creations, and library programs. These programs allowed young people to explore new interests, develop practical skills, build confidence, and strengthen peer relationships in a supportive environment.

Academically, 2025 saw many significant achievements. Staff celebrated countless moments where young people overcame barriers, developed confidence in their learning, and achieved success in areas they had previously found challenging.

The commencement of North Academy's first Year 11 cohort marked an important milestone in the school's growth. Young people demonstrated remarkable resilience, with many maintaining engagement in education despite significant personal challenges. Scholarships, awards, and individual learning breakthroughs highlighted the impact of personalised support and high expectations.

The school also strengthened pathways beyond the classroom through career-focused activities, TAFE experiences, workplace visits, and transition planning opportunities. These experiences helped young people build confidence and develop a clearer understanding of their future educational and employment pathways.

One of the most significant achievements of 2025 was the continued retention and engagement of young people as they progressed into senior schooling. Strong partnerships with families and carers were further strengthened through Individual Education Plan review meetings, ensuring young people remained at the centre of decision-making and support planning.

Staff collaboration and innovation continued to drive positive outcomes across the school. New ideas, programs, and opportunities were consistently developed with young people at the forefront. This collective commitment was reflected in initiatives such as student performance groups, where young people worked together over many months to develop skills, build confidence, and perform for the wider community.

2025 was a year that celebrated persistence, connection, growth, and achievement. Every day, young people demonstrated courage by continuing to engage in learning, build relationships, and work towards their goals. These achievements, both large and small, continue to embody the spirit of North Academy.

One of the most powerful achievements of 2025 was not measured by awards or results, but by students continuing to show up, engage, and persevere through challenges that once made education feel impossible.



OUR YOUNG PEOPLE

Total Enrolment	35
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Disability	94%
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Indigenous	31%
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Year 9	18
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Year 10	09
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Year 11	08
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What we do alone will never be as great as what we can achieve together.



OUTCOMES & RESULTS

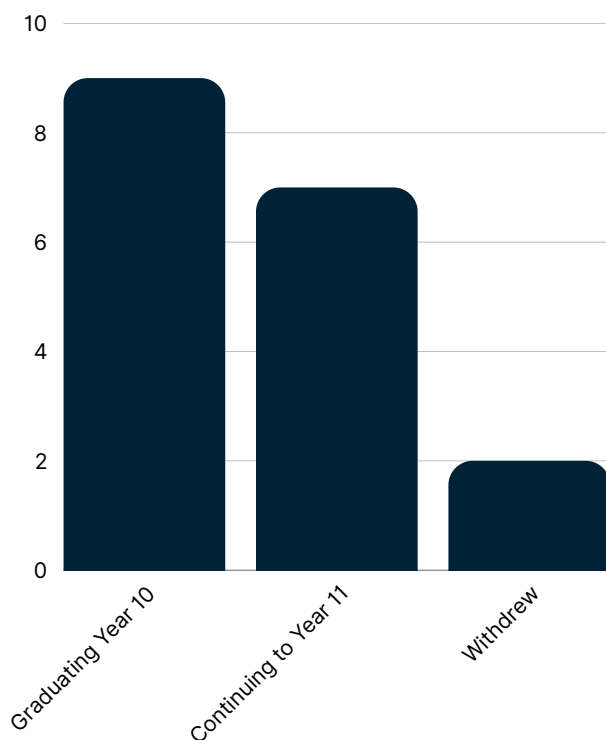
NAPLAN

North Academy is unable to display 2025 NAPLAN data as there were fewer than 18 year 9 students who participated. This is to protect the privacy of students.

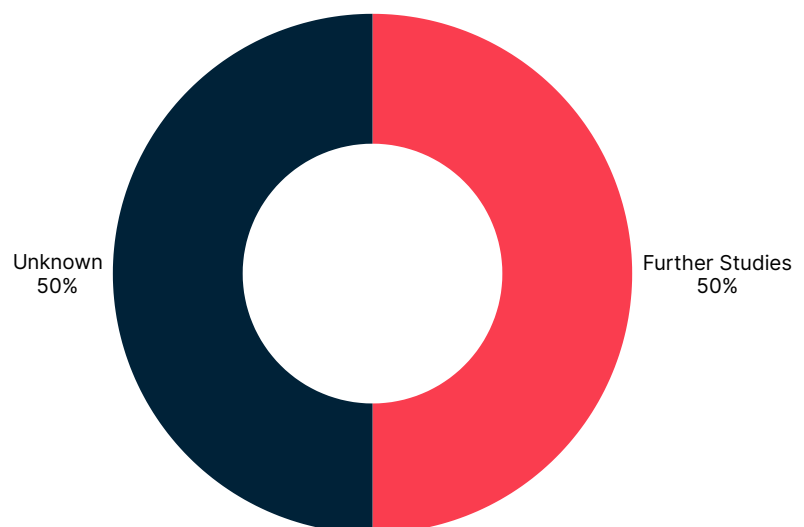
Record of School Achievement

100% of eligible young people in year 10 in 2025 were awarded their Record of School Achievement (RoSA).

Retention Data

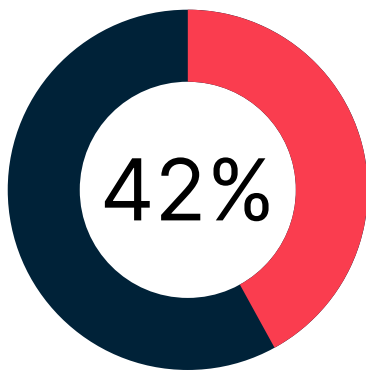


Post-School Destinations

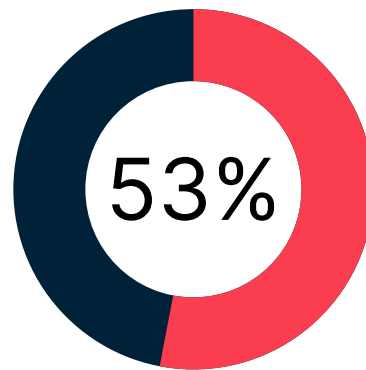


ATTENDANCE DATA

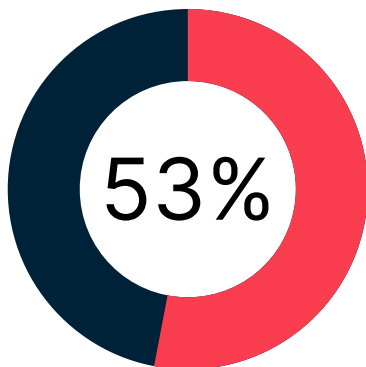
Year 9 Attendance Rate



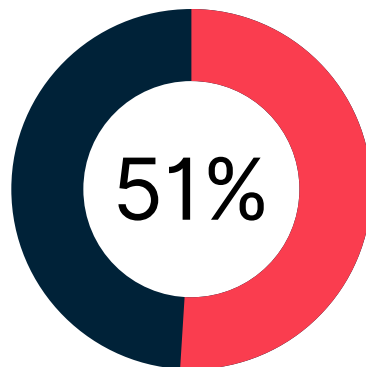
Year 10 Attendance Rate



Year 11 Attendance Rate



Whole School Attendance Rate



North Academy has a proactive prevention and therapeutic intervention system to manage non-attendance. Unexplained absences are followed up daily. Young people with attendance concerns will be monitored by the Wellbeing Coordinator fortnightly and strategies will be considered to support and increase attendance issues. Students were referred to the Reconnect class for additional support.

TEAM INFORMATION

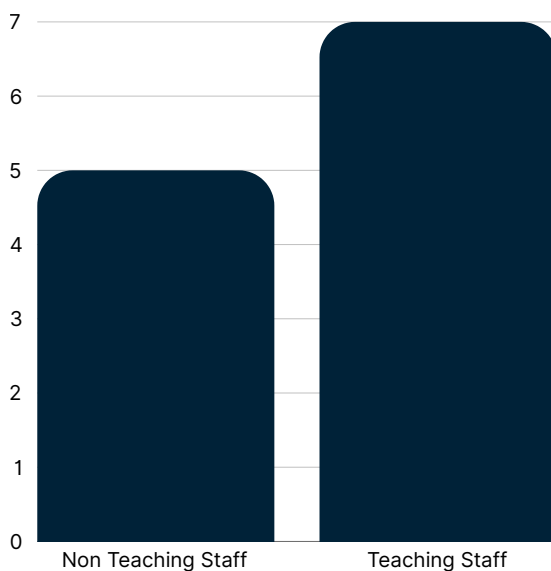
Our Remarkable Team

Staffing information was recorded on the August 2025 school census date.

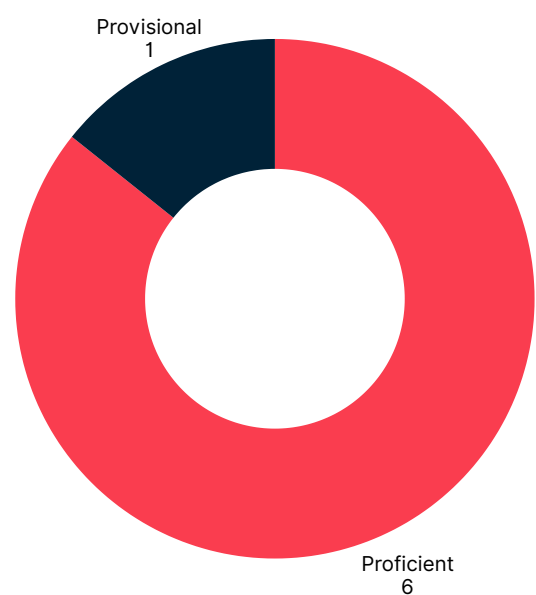
North Academy embraces all backgrounds for both our young people and our staff.

North Academy had 2 staff members who identified as Aboriginal.

Full-Time School Staff



Teacher Accreditation Levels



PROFESSIONAL DEVELOPMENT

PD/Training	Provider	Attendance
Therapeutic Crisis Intervention for Schools (TCIS)	TACT Training	All Staff
Child Protection	North Academy	All Staff
Attendance	North Academy	All Staff
Code of Conduct	North Academy	All Staff
North Education Model	North Academy	All Staff
Cardiopulmonary Resuscitation	Vital First Aid	All Staff
Behaviour and Diagnosis Clinical Training	Tracks Health	All Staff
TCI for Schools - Train the Trainer	TACT Training	1
Planning and Responding to Critical Incidents	AIS	1
Diverse Learning Networks	AIS	2
Strengthening Positive Online Behaviours	AIS	1
Name, Narrate, Navigate Practitioner Training	UoN	1
AIS Annual Briefing	AIS	1
Leading in Small and Special Assistance Schools	AIS	1
Building Social Justice Programs	AIS	2
Risk Assessments and Management in Schools - Mental Health and Child Protection	AIS	1

STAKEHOLDER SATISFACTION

We are proud of our growing reputation as an alternative choice for young people in our community. The primary sources of our satisfaction data are from:

- Enrolment referrals
- Exit surveys
- Interviews



This year reinforced that progress is not always linear! It is built through consistency, patience, and the accumulation of small but meaningful interactions.

TEAM FEEDBACK

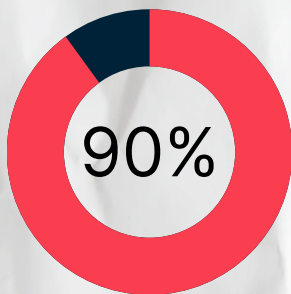
- “Some of the most meaningful moments this year came from young people choosing connection in small ways. Dropping in for a quiet five minutes, seeking regulation time, or simply sitting in a safe space to reset.”
- “I have embraced opportunities to implement and refine new strategies and processes, strengthening my confidence as a leader and my understanding of my leadership style.”
- “2025 strengthened my understanding of NCCD processes and the importance of building systems that ensure supports for young people are clearly identified, implemented, and sustained.”
- “Working with young people who had experienced significant educational disengagement through the Reconnect program showed me that meaningful change is built on persistence, trust, and consistent support.”
- “A defining moment was seeing young people progress from enrolment through to now, with clear growth in maturity, independence, and confidence in their future pathways.”
- “One of the most memorable parts of the year was seeing young people regulate and build trust in real time, through simple shared moments like walking, talking, or engaging in a calming activity.”
- “2025 was full of change and has taught me patience, resilience, and how to back myself while working with vulnerable young people and their families.”

YOUNG PEOPLE FEEDBACK

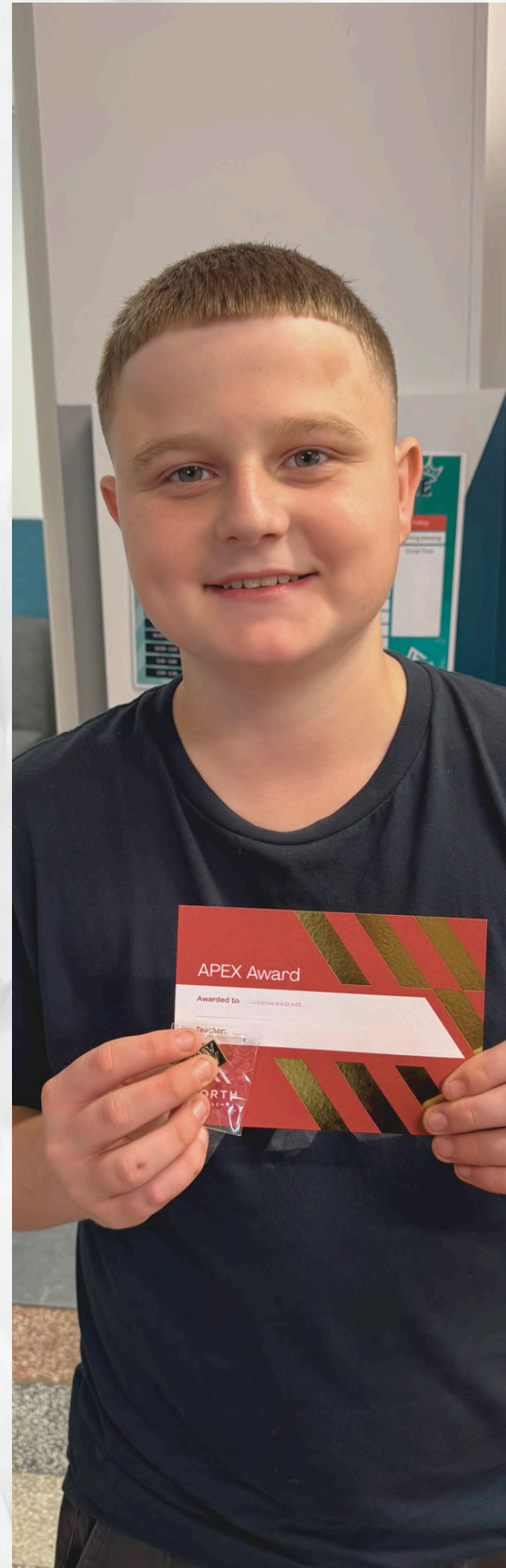
2025 Positive Memories

- Murder Mystery day
- Go Karts
- Reconnect class
- Finishing year 10
- End of year celebration
- Choosing to come to North Academy
- Performing at Spicy Brain
- Making art for Spicy Brain
- Making friends for the first time
- Re-engaged in school after a year off
- Getting the Principal's Award
- Going to timezone
- Having banter with staff
- When I met the Minister of Education in Sydney
- Wellbeing Week auction
- Halloween escape rooms
- Being on the formal committee
- Being supported by North when I went through the biggest thing in my life

I feel safe



I feel supported



PARENT/CARER FEEDBACK

- This year, we have watched our child grow into a happier, more confident and content young person who feels safe, valued and actively involved in school every day. As a family, we are continually amazed by the positive changes we have seen and are incredibly grateful that they have found a place where they truly belong.
- Reflecting on where our young person was before joining North Academy, we could never have imagined the growth and development we see today. The care, compassion and respect shown by staff have made a profound difference in their life.
- Our young person is developing and growing in themselves, supported by North Academy's holistic approach to education, which is guiding them towards becoming the best version of who they can be.
- We are so happy about our son's behaviour, engagement, effort and positive outlook since starting at North Academy.
- After many years of my child not engaged in or interested in education, North Academy has been their safe place. We are so thankful that they were given a chance. North is more than a school; it's been a second family.



NORTH ACADEMY

POLICY

The following policies are publicly available on our website.



[northacademy.
.nsw.edu.au](https://northacademy.nsw.edu.au)



[Anti-Bulling
Policy.](#)



[Enrolment
Policy.](#)



[Discipline
Policy.](#)



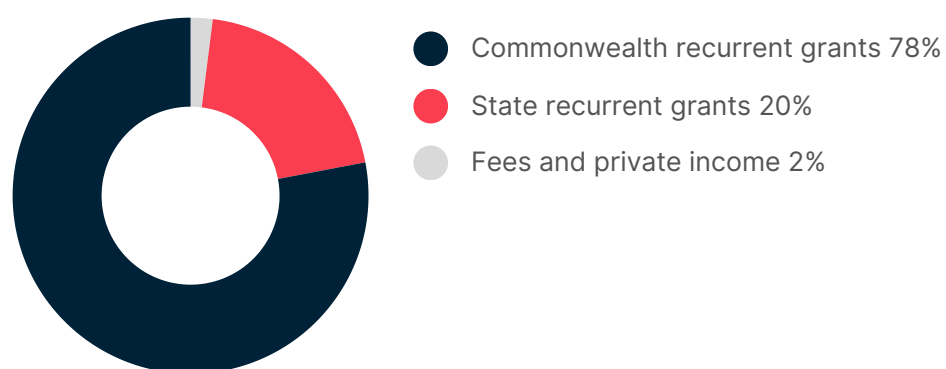
[Child Protection
Policy.](#)



[Complaints
Policy.](#)

FINANCIAL INFORMATION

Recurrent/Capital Income



Recurrent/Capital Expenditure



