



Contact Details

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

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Message from our Head of Campus

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School have enjoyed another year of review and reflection under new school leadership (Burdekin and Bowen campuses) and with many new staff in 2025. Our school has invested in the induction and formation of all staff with a priority given to the Stronger Smarter Leadership Program, EREA Flexible Schools Program Development and Facilitation, Collaborative Problem Solving and Reboot's Wellbeing and Resilience Program. Our school also invested in training support for staff with differentiated literacy skills.

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School have engaged in processes to increase young people voice by building their confidence and supporting them to develop and share their ideas and opinions. Supporting young people to form ideas and opinions is a goal that will lead to young people having the skills to advocate for themselves and for others as they grow into adulthood.

We also engaged in processes to build on young people attendance and reviewed the way our classes were structured to ensure we were meeting their needs. Celebrating young people success with school engagement or progress in learning, particularly in developing their literacy, numeracy and personal social development skills, became a real highlight and further built on attendance.

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School continue to be very proud of the work we do to engage young people in learning, especially those young people who have become disengaged from mainstream learning as we provide an alternative way catered to individuals.

Penny Collins
Head of Campus
Townsville Flexible School

School Context

Co-educational or single sex	Co-educational
School Sector	Catholic (in the Edmund Rice Tradition)
Year Levels Offered	7-12
Additional Information	Additional information about our school can be found at: <ul style="list-style-type: none">- mySchool website- EREA Flexi website

SCHOOL OVERVIEW

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School are a part of Edmund Rice Education Australia Flexible Schools Ltd who provide a second, third or fourth chance to young people who have disengaged from mainstream schools, with a focus on radical inclusion, hope and opportunity. Townsville Flexible School, Burdekin Education Program and Bowen Flexible School commenced operation in 2006 as a registered co-educational Catholic school in the Edmund Rice tradition.

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

Across our Flexi Schools and Special Education Schools in almost every state and territory in Australia, we support young people with strengths-based, trauma-aware learning. Often young people come to our Flexis thinking they cannot learn – we show them they can. We make sure young people feel safe, welcomed, and empowered to succeed. We provide young people with the opportunity to define what will work best for them, with services to adapt to their needs.

First Nations influence

Since the very beginning, we have walked in solidarity with Aboriginal and Torres Strait Islander peoples, advocating for change and promoting reconciliation. At Townsville Flexible School, including campuses in Ayr and Bowen, almost half of our young people and 30% of our educators identify as Aboriginal and/or Torres Strait Islander.

As a priority, we are working to strengthen the cultural capacity of our entire workforce. We are working to make sure the system values and respects First Nations peoples and perspectives, to build Indigenous leadership at every level of our organisation, and to ensure that First Nations young people experience the highest quality education possible in the safest and most dynamic schools in the country.

DISTINCTIVE CURRICULUM OFFERINGS

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

During 2025, Townsville Flexible School (including Bowen and Burdekin) was pleased to offer young people access to programs including Horse Wisdom, Life Skills and a number of certificate courses that enhanced young people's wellbeing, emotional regulation and built their confidence and skills as learners.

Cocurricular offerings

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School provide extensive opportunities for young people to participate in cocurricular or non-classroom activities at their level and within their areas of interest. The broad range of opportunities or choices for young people includes activities described as cultural, sporting, and intellectual and/or service related.

Cocurricular activities offered at Townsville Flexible School, Burdekin Education Program and Bowen Flexible School in 2025:

- Adventure Based Learning (outdoor education- abseiling, high/low rope courses, canoeing, hiking, rogaining)
- Camps
- Sailing
- Printing - Visual Arts and 3D Printing- Design Technologies
- Sewing
- Cooking
- Workshop
- Challenge Games
- EREAFS Eddie Rice Cup- touch football School Policies

SCHOOL POLICIES

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

How to access our school policies:

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

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

Characteristics of the Student Body

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

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

ENROLMENTS BY YEAR AND YEAR LEVEL

Townsville	2025
Year 7	4
Year 8	20
Year 9	29
Year 10	41
Year 11	53
Year 12	42
TOTAL	189
Bowen	2025
Year 7	6
Year 8	11
Year 9	11
Year 10	13
Year 11	14
Year 12	2
TOTAL	57
Burdekin	2025
Year 7	4
Year 8	8
Year 9	6
Year 10	20
TOTAL	38

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

STUDENT BODY CHARACTERISTICS

Townsville	2025
Male	55.56%
Female	43.92%
Gender Diverse	0.53%
First Nations	44.97%
NCCD	78.84%
Bowen	2025
Male	47.37%
Female	52.63%
Gender Diverse	0.00%
First Nations	36.84%
NCCD	85.96%
Burdekin	2025
Male	42.11%
Female	57.89%
Gender Diverse	0.00%
First Nations	57.89%
NCCD	68.42%

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

Student Outcomes

STUDENT ATTENDANCE

Overall student attendance at our school in 2025:

Townsville	Overall attendance rate	49.89%
Bowen	Overall attendance rate	70.69%
Burdekin	Overall attendance rate	58.11%

Student attendance rate by year level in 2025:

Townsville	2025
Year 7	32.41%
Year 8	46.11%
Year 9	45.74%
Year 10	45.72%
Year 11	47.34%
Year 12	60.41%
Bowen	2025
Year 7	87.62%
Year 8	69.70%
Year 9	70.59%
Year 10	73.96%
Year 11	60.47%
Year 12	75.00%
Burdekin	2025
Year 7	52.43%
Year 8	68.41%
Year 9	45.63%
Year 10	59.09%

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

How non-attendance is managed

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

NAPLAN

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

How to access our NAPLAN results:

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

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

SENIOR SECONDARY OUTCOMES

Senior secondary outcomes at our school in 2025:

Number of young people awarded a Senior Certificate	3
Number of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	18
Number of young people awarded a Certificate I	16
Number of young people awarded a Certificate II	2
Number of young people awarded a Statement of Attainment	11
Number of young people awarded a non-accredited micro credential	5

POST-SCHOOL DESTINATIONS

Post-school destinations for 2025:

Participating in paid employment (full-time / part-time)	8
Participating in further education	4
Participating in apprenticeship or traineeship	5
Seeking work	2
Unknown / undecided	1
Total number of graduating / exiting young people	20

Social Climate

STUDENT WELLBEING

At Townsville Flexible School, Burdekin Education Program and Bowen Flexible School, the wellbeing and best interests of our young people is our primary consideration. Together with our young people, their families, external service providers, and the community, we build positive learning environments and safe and supportive spaces to address young people's wellbeing. Through elements of leadership, inclusion, young people voice, partnerships, and support, our pastoral care program is designed to foster supportive relationships to monitor student progress, to advocate on their behalf, to provide advice, direction, and support during difficult personal issues, and overall to support our young people in the achievement of their stated personal and education goals.

FAMILY AND COMMUNITY ENGAGEMENT

At Townsville Flexible School, Burdekin Education Program and Bowen Flexible School, we consider our families and carers as partners of the school in their young person's education experience. Families and the wider school community are welcomed into our school throughout the school year for various events and activities as interested parties of our school and our young people. Townsville Flexible School, Burdekin Education Program and Bowen Flexible School continuously plan and seek out ways to partner with families and community, recognizing the benefit of these partnerships for our young people, our school, and our community.

During 2025, Townsville Flexible School hosted Community Brunch for our families each term, invited families to our NAIDOC celebrations and enjoyed a Senior celebration together.

SATISFACTION SURVEYS

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

Young People opinion survey data - Bowen

Percentage of young people surveyed who gave favourable responses to categories:	2025
Spaces and Places	77.8%
School Community and Support	63.3%
Safety and Wellbeing	71.9%
Learning and Growth	70.4%
First Nations Culture and Inclusion	63.5%

Parent / Carer opinion survey data - Bowen

Percentage of parents / carers surveyed who gave favourable responses to categories:	2025
School Environment, Spaces and Support	82.4%
Learning and Growth	79.4%
First Nations Culture and Inclusion	63.3%

Young People opinion survey data - Burdekin

Percentage of young people surveyed who gave favourable responses to categories:	2025
Spaces and Places	83.3%
School Community and Support	56.1%
Safety and Wellbeing	62.7%
Learning and Growth	70.1%
First Nations Culture and Inclusion	78.0%

Parent / Carer opinion survey data – Burdekin

The school uses a method of practice that focuses on continual conversations and consultations with parent/carers about how the school is meeting expectations. These conversations build strong relationships and allow us to celebrate successes and for early identification of areas for improvement.

Young People opinion survey data - Townsville

Percentage of young people surveyed who gave favourable responses to categories:	2025
Spaces and Places	76.2%
School Community and Support	76.0%
Safety and Wellbeing	66.9%
Learning and Growth	72.3%
First Nations Culture and Inclusion	87.4%

Parent / Carer opinion survey data - Townsville

Percentage of parents / carers surveyed who gave favourable responses to categories:	2025
School Environment, Spaces and Support	60.9%
Learning and Growth	70.1%
First Nations Culture and Inclusion	90.0%

Staff opinion survey

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

Staff Profile

TEACHER STANDARDS AND QUALIFICATIONS

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

Qualifications

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

Townsville	2025
Doctorate or higher	0
Masters	3
Post-Graduate Diploma	1
Bachelor	18
Bowen	2025
Doctorate or higher	0
Masters	2
Post-Graduate Diploma	1
Bachelor	4
Burdekin	2025
Doctorate or higher	0
Masters	0
Bachelor	5

WORKFORCE COMPOSITION

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

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

Staff numbers

Townsville	Headcount	FTE
Teaching Staff	22	20.00
School Leaders	0	0.00
Non-Teaching Staff	21	19.80
TOTAL Staff	43	39.80
Bowen	Headcount	FTE
Teaching Staff	7	5.20
School Leaders	0	0.00
Non-Teaching Staff	7	6.60
TOTAL Staff	14	11.80
Burdekin	Headcount	FTE
Teaching Staff	5	4.20
School Leaders	0	0.00
Non-Teaching Staff	2	1.60
TOTAL Staff	7	5.80

Staff characteristics

Townsville	2025
Male	43.86%
Female	54.39%
Gender Diverse	1.75%
First Nations	26.32%
Bowen	2025
Male	36.84%
Female	57.89%
Gender Diverse	5.26%
First Nations	15.79%
Burdekin	2025
Male	37.50%
Female	62.50%
Gender Diverse	0.00%
First Nations	0.00%

PROFESSIONAL DEVELOPMENT

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School ensures that all school staff, in particular its teaching and leadership staff, are provided regular opportunities and access to professional learning that builds knowledge, understanding, and skills.

School Financials

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

SCHOOL INCOME

The 2025 school income for Townsville Flexible School, Burdekin Education Program and Bowen Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down by funding source is available via the mySchool website.

How to access our Finance data:

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

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

SCHOOL EXPENDITURE

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

