

OUR NEWSLETTER

Term 1, Week 8



Secondary Interschool
Swimming Carnival

FROM OUR PRINCIPAL



Dear Parents, Staff, and Students,

It is with great joy that I extend my heartfelt congratulations to our interschool swimmers, their families, and the dedicated staff who supported them throughout the recent competitions. Participation in Division B, is a challenging division for our College, yet our swimmers showcased their exceptional dedication and sportsmanship, achieving 7th place overall. A special acknowledgment goes to Mr. Adam Vale and Mrs. Elaine Bell and Mr Dave Robertson for their outstanding efforts in training our students prior to this event. Without dedicated staff like this, we wouldn't see such improvement in the area of sport at ACC. We are truly blessed by them and all teachers involved in the wide range of sports programs available.

As we celebrate our achievements in sports, it is equally important to update you on matters that could deeply impact our College and its community. One such development is the completion of the [2024 Draft Anti-Discrimination Bill](#). This legislation incorporates recommendations from the Queensland Human Rights Commission and the Australian Law Reform Commission, reflecting changes that could influence our school environment significantly if we do not let our views be known. Notably, one of these changes pertains to the employment of Christian staff. In this period of consultation, I encourage each member of our community to respond thoughtfully to the draft Bill.

Your voices matter, and we must express our concerns during this crucial next step. Christian education and the values we hold are far too important to be derided by the current state and federal governments.

Here are some of the important changes from Vanessa Cheung from Australian Association of Christian School (AACS):

Current Exemptions: Employment of Staff

At present, the current Act allows a Christian school to impose "genuine occupational requirements for a position" under section 25(1) and includes a note that this includes "employing persons of a particular religion to teach in a school established for students of the particular religion". The Act also provides an exemption, section 25(3), from the discrimination protections (except on the basis of age, race or impairment) in relation to work for an educational institution under the direction or control of a body established for religious purposes in a way that is not unreasonable if:

"the person openly acts in a way that the person knows or ought reasonably to know is contrary to the employer's religious beliefs—

- (i) during a selection process; or
- (ii) in the course of the person's work; or
- (iii) in doing something connected with the person's work; and

FROM OUR PRINCIPAL

(iv) it is a genuine occupational requirement of the employer that the person, in the course of, or in connection with, the person's work, act in a way consistent with the employer's religious beliefs".

While highly conditional, this has provided a degree of clarity which allows for the employment and termination of staff when actions are taken in accordance with the religious beliefs of the school. It also means that a school such as ours can require its staff to "regularly attend church" and live a lifestyle according to a Lifestyle Agreement.

In what can only be perceived as hypocritical by most reasonable people, the draft Bill continues to provide clear guidance that using 'membership of a particular political party as a criterion for a position as an adviser to a political party or a worker in the office of a member of Parliament' is lawful, but removes equivalent clarity for 'employing persons of a particular religion to teach in a school established for students of the particular religion'.

If it is acceptable for a political party or member of Parliament to be able to choose staff who share their political belief, how can those members of Parliament justify not applying the same test to religious schools seeking to employ staff who share their religious belief?

Proposed Changes: Employment of Staff

The exemption for religious schools in section 25(3) has been completely removed and replaced by a 'religious bodies' exemption.

While 'religious bodies' includes "an entity that established, or directs, controls or administers, an educational or other charitable entity that is intended to be, and is, conducted in accordance with religious doctrines, tenets or beliefs", and so would apply to Christian schools, the exemption proposed is very narrow. It reads –

"A person may discriminate against another person on the basis of the other person's religious belief or religious activity in relation to work for a religious body if—

- participation in the teaching, observance or practice of the religion concerned is a genuine occupational requirement of the work; and
- the other person cannot satisfy the genuine occupational requirement because of the other person's religious belief or religious activity; and
- the discrimination is reasonable and proportionate in the circumstances."

Along with the narrowness of the exemption above, the Bill also makes it clear that it can only be relied upon in relation to discrimination on the grounds of religious belief and activity, not any other protected attribute. While the proposed changes will not prohibit Christian schools employing people who share the faith of the school in all roles, it will be enormously challenging and costly, to have to demonstrate that:

- the "teaching, observance or practice of the religion concerned" is a genuine occupational requirement across all roles within the school,

FROM OUR PRINCIPAL

- it is the religious beliefs of the person concerned that precludes them meeting these requirements, and
- any disciplinary response is "reasonable and proportionate in the circumstances".

Further information from Vanessa Cheung's media statement can be found below.

In light of these developments, let us turn to the wisdom found in the scriptures and to "Trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge him, and he will make straight your paths. Proverbs 3:5-6 (ESV)" It is not a time to be anxious but a time to trust in God. Once again I implore you to provide your feedback on this draft legislation by 5 pm Friday 22 March. The College as well as our staff will be making submissions as I pray you will too.

Please note that deadline for written submissions:

Written submissions can be emailed to adactreview@justice.qld.gov.au **up until 5pm on Friday 22 March 2024.**

References:

Media Release. "Why Is the Queensland Government Targeting Hard Working Families?" (1/3/24). Australian Association of Christian Schools (AACS) and Christian Schools Australia (CSA).

<https://www.newscentre.com.au/releases.html?id=1000872&headline=why-is-the-queensland-government-targeting-hard-working-families>

Media Statement "Anti-discrimination legislation open for consultation" (6/3/24)

[Anti-discrimination legislation open for consultation - Ministerial Media Statements](#)

QLD governments Anti-Discrimination Bill 2024- Consultation Guide (28 February 2024)

[Anti-Discrimination Bill 2024 consultation - Consultation guide \(publications.qld.gov.au\)](#)

Submission to the review of Queensland's Anti-discrimination Act 1991 (9 March 2021) by the Australian Association of Christian Schools (AACS) to the Queensland Human Rights Commission

[AACS Submission QHRC Anti-Discrimination Act Review Final](#)

The reference above may provide some ideas for your response.

In addition to these reflections, I extend my gratitude to everyone who participated in the recent parent-teacher interviews. Your engagement and commitment to your child's education are invaluable, and I appreciate the efforts of our primary staff for their dedication to preparing and conducting these informative sessions.

May God's wisdom guide us as we navigate the changes ahead, and may His peace be with each member of our school community.

Your Servant in Christ,

Andrew Jones

College Principal

DEPUTY PRINCIPAL PRIMARY



All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness (2 Timothy 3:16). Memory Verses play a huge part of the College life and it is our prayer that through the learning of verses they become a big part of our students' lives also. At assembly in Week 7 we had a belated 2023 Memory Verse Award recipient. It was a great opportunity to remind the Primary students of the importance of memory verses and what they can work toward at the end of the year.

Interschool Swimming Carnival

In Week 7 we had students from Grade 3 to 6 compete in the Interschool Swimming Carnival. Although we tied 7th place, our students represented our school amazingly and one of our students has been nominated to represent North Queensland in the State Swimming Competition.

Sickness

There has been quite a lot of sickness over the last two weeks, so please pray for our school community in this time. Just a reminder, that if your child is unwell, please keep them home to reduce the spread of sickness at school.

NAPLAN

This week our Years 3, 5, 7 and 9 have commenced the NAPLAN tests with the Writing and Reading Tests. Students will complete the Conventions of Language and Numeracy tests next week, so please continue to pray for our students in these year levels. If a student misses a test, there are some Catch Up tests that the school will run while the NAPLAN window remains open.

Assemblies

We have had to postpone our first Class Assembly which was to take place today. This will now be early next term. Please see the timetable below for the scheduled assemblies for the remainder of this term and next term. Parents and families are welcome to attend any assembly.

Term 1

Week	Date	Class	Details
9	Thursday 21 st March	Whole School Harmony Day	11:30-12:00noon
	Friday 22 nd March	D1 (Year 4)	8:30-9:15am
10	Thursday 28 th March	Whole School Easter Assembly	11:30-12:00noon

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Term 2

Week	Date	Class	Details
1	Friday 19 th April	L1 (Year 2)	8:30-9:15am
2	Wednesday 24 th April	Whole School ANZAC Assembly	9:45-10:45am
3	Friday 3 rd May	B1 (Year 5)	8:30-9:15am
4	Friday 10 th May	C1 (Year 3)	8:30-9:15am
5	Friday 17 th May	L2 (Year 2)	8:30-9:15am
6	None	None	<i>Upper Primary Athletics Carnival</i>
7	Friday 31 st May	M2 (Year 1)	8:30-9:15am
8	Friday 7 th June	Whole School	8:30-9:30am Presenting Upper Primary Athletics Age Cham- pions
9	None	None	<i>Lower Primary Athletics Carnival</i>
10	Friday 21 st June	A1 (Year 6)	8:30-9:15am

God bless,

Aidan Frewen-Lord



Please join us to pray
for our community, staff, students & plans.

We meet every Friday at 8:30am
in front of OSCH by the coffee cart.

Commit to the Lord whatever you do,
and He will establish your plans
(Proverbs 16:3)



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DEPUTY PRINCIPAL SECONDARY



In this newsletter you can read about our recent successes at the Interschool Swimming. I've said many times that as a college we often punch above our weight when it comes to sporting competition. I think this is reflective of the great culture that we try to cultivate at ACC of participating in sporting activity with a healthy spirit that values participation and having a go over expertise and talent. Our coaches frequently comment to me how proud they are of the great attitude sportsmanship shown by our students. This year, we introduced swimming trainings on Monday & Wednesday afternoons, supported by Mrs Robertson, Mrs Elaine Bell & past student Ashley Burnett, who gave up their time to put the team through their paces in the lead up. I'm thankful for all of our PE and coaching staff who go above and beyond to foster healthy and a fun approach to sport that is honouring to God.

Progress Reports & Parent-Teacher Interviews

Term 1 Progress Reports are due to be mailed and emailed to families by **Tuesday 2nd April**. These reports are not comprehensive reports on student achievement which we issue each semester. Rather, they are designed to give general feedback about your child's academic progress so far and to alert you of any concerns early on so that necessary steps can be made. It also provides information about your child's effort, attitude and behaviour in class. Parent-teacher interviews are scheduled for **Wednesday 24th April in Pioneer Hall**. Bookings for interviews are made online and an email with instructions on how to do this will be distributed when progress reports are issued. If a teacher ticks 'requested' for an interview but you have not been able to book an appointment, arrangements for a phone interview can be made. To schedule a phone meeting with a teacher, please email them first to arrange a mutually suitable time. Hard copies of the progress reports can be issued upon request.

Mal Schneider

Deputy Principal - Secondary

Swimming Carnival

On the 8th of March our Secondary interschool swimming team participated at the C-Schools carnival. Our students produced some great results in the pool and showed fantastic grit to compete at such a high level across multiple events on the day. A number of our team went through all their events undefeated. The fastest swimmer from each age group competed in the all-age relay which was won by both our girls and boys team. Overall, our girls won the aggregate shield and the population-based result. The boys narrowly missed out on the aggregate but won based on population. We also won overall for the day on combined points and population. Our students not only represented the College in the pool but were excellent ambassadors in their conduct throughout the day. Congratulations on an amazing effort by our team and thanks to Mrs Robertson and Mrs Bell for managing the team for the day and the time put into training in the lead up to the carnival.

David Robertson

"The Year 12 Chemistry Excursion to the Glencore Copper Refineries Townsville enhanced students understanding of an industrial application of Electrolysis. They witnessed the ISAKIDD™ process to produce 99.995% pure copper cathode."

Blessings,

Enzro Smith

HOD Science, Mathematics & HPE



CULTURAL DAY

We are so excited to announce this year's Cultural Day, which will be held on **Thursday Week 9, 21st of March**. It's going to be an amazing day so make sure to get your best cultural/orange clothing ready! This day will be a Free Dress Day, with the theme of cultural/traditional clothing, or the colour orange, if you are unable to wear any cultural attire, please wear orange to show support for all the cultures that make Australia the diverse country it is today.



Get your Trivia on!

Theme: The Olympics

Saturday 23rd March

Get your team of 6 to 8 people together, pick a team, team name & register your team at the College office (registrations close Friday 22nd March).

- \$50 a team or \$10 per person
- Payment can be made via College office

The night is open to the College community from grades 5 and up. Please note that primary students (Grade 5 & 6) will need to be in a team with a parent.

BYO snacks, however soft drink, chips and chocolates will be on sale on the night. Bring extra coins!

A silent auction will be happening, and prizes for best dressed teams!



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Coffee Cart

NOW ON FRIDAYS!

7.45AM – 8.45am

In front of OSHC
(undercover area if raining)

Coffee is \$3.50 (\$1 off if you BYO cup)
Alternative milks available

If you have time, stop for a chat
at our tables under the trees.



All
Welcome

HOURS OF DUTY

TEACHERS ARE ON DUTY DURING THE FOLLOWING HOURS BEFORE AND AFTER SCHOOL:

MONDAY TO FRIDAY –
8.15AM TO 8.35AM & 3.00PM TO 3.20PM

Safety Matters

Carpark and Bike safety

As the safety of our students always remains a priority for our College, we ask that all students be reminded of the importance of dismounting their bike and walking it through the College grounds and carpark.



KEY DATES 2024

Date	Event
13—25 March	NAPLAN
18—22 March	Senior Mini Exam Block
Thursday, 21 March	Harmony Day
Thursday, 21 March	Cultural Day
Friday, 22 March	D1 Assembly
Saturday, 23 March	PnF & SRC Trivia Night
24—27 March	Gold Dukes Hinchinbrook Island Trip
Thursday, 28 March	Easter Assembly
Thursday, 28 March	Last Day of Term 1
29 March—12 April	Easter Holidays
Monday, 15 April	First Day of Term 2



ICYPOLLES FOR TEAR FUNDRAISER

WEDNESDAYS 3PM
UNDERCOVER AREA
\$1 EACH



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