





Ever increasing compliance demands?
Industrial relations legal complexities?
NSW ombudsman requirements?
Risk management guidelines?
CEN Hub can help.

CEN Hub is a new company that is fully owned and managed with CEN NSW and ACT and is committed to working together in Christ in the support of our schools.

CEN Hub exists as a shared service entity to deliver business services which address the legal and compliance needs of schools in NSW & ACT.

How does CEN Hub work with CEN NSW & ACT?

CEN Hub delivers business services which complement the existing services provided by CEN NSW & ACT.

At CEN NSW & ACT our vision is to build up all our school communities so they can fulfil their God-given purpose of providing education that takes all of the Bible into all of life. We believe that this involves partnership, responsive discipleship and loving accountability that supports how we do business as a network of like-minded schools. In recent years, we have become aware that our schools need resources to help meet the ever-increasing compliance and educational demands in NSW & the ACT. As a result we have created CEN Hub to better meet these business needs—from within a uniquely Christian context.

As part of the wider network of Christian Education National schools across Australia, CEN NSW & ACT will continue to provide Christ-focused educational services including governance, professional development and training, legal accountability, and pastoral support.





Why partner with CEN Hub?

Principals

- You have access to key school compliance documents that are of a high standard and maintained as current living documents
- You can be confident that policies provided meet NESA requirements and are designed to demonstrate a high quality Christian Education approach.
- Your statutory requirements e.g. to NSW Ombudsman are regularly audited and up to date
- You will continue to have access to Industrial Relations Services and have a first point of contact advice service for CEN schools
- You have timely responses to requests for networking resources/ shared documents
- You are able to access a consultant to support you as your school moves towards NESA registration (through the user-pays section of the Business hub)

Board members

- You have access to governance compliance policies and procedural documents that meet NSW law and also NESA requirements for registration
- You have access to Governance training through face-to-face workshops as well as online modules. This training is fully accredited to meet NESA requirements for NSW Non government school boards.
- You have access to assistance in accessing resources for Boards from across our network and beyond.
- You have access to risk management frameworks, policy and workshops.

Business managers

- You have access to the coordinator of the Business Managers' network for advice and networking
- You have access to shared resources as needed from across the CEN network
- You have Industrial Relations contact and initial advice regarding general areas of compliance, as well as ongoing networking and advocacy with our industrial relations services from a CEN perspective.

Schools can select
which CEN Hub services
they wish to utilise



How does membership work for your school?

There are a variety of different membership options depending on your schools situation.

CEN NSW
+ CEN Hub
membership

CEN NSW schools

CEN ACT
+ CEN Hub
membership

CEN ACT schools

(recognising fewer services
are required by ACT schools)

CEN
NSW & ACT
membership
only

CEN NSW schools with AIS membership

(no access to CEN Hub services)

What does CEN Hub membership include?

- Compliance services e.g. regularly audited policies, compliance networking and contact for assistance
- Policy development and maintenance
- Governance support for NSW schools including mandatory training workshops and modules
- Risk management frameworks, policy and workshop
- Industrial relations contact and initial advice regarding general areas of compliance.
- Networking and facilitating school sharing of resources
- Management of NSW Ombudsman requirements under class or kind determination (and other statutory requirements as they arise)
- Access to Business Managers Network

CEN Hub user-pays services also available:

- Pre-NESA review/support for schools participating in a NESA Registration
- Compliance audit
- Other services as demand arises

The CEN Hub team

The CEN Hub employs staff to facilitate these services.

- **CEO**
leads and manages the overall work of the Business Hub. Provides networking resources and engagement with schools. Manages audits, training, workshops.
- **Compliance Officer**
provides advice relating to compliance documentation. Develops compliance policies and maintains the currency of these.
- **Industrial Relations Officer**
provides initial advice relating to industrial relations for CEN schools.
- **Administration Officer**
supports the work of the CEO and carries out administrative tasks as directed.
- **Child Protection Consultant**
provides investigator training and phone support to schools that are part of the Hub's Class or Kind Determination. Child protection consultancies and audits can also be arranged on a user-pays basis.

8 strategic directions

How the gospel informs, impacts & permeates who we are.

1. Christian Identity and worldview

Our emphasis on Christian worldview is deeply woven into all that we do. CEN seeks to provide resources to support the ongoing application of Christian worldview in all of education.

2. People Matter

All people are made in the image of God. Schools flourish when people are valued. CEN seeks to support the well-being of all people in our communities.

3. Learning Matters

CEN supports schools to provide contextual, relevant, best practice teaching and learning from a distinctively Christian worldview. We seek to do this in ways that value and strengthen our distinctive partnerships with parents and honour their ultimate responsibility for their children.

4. Community Matters

God is relational. God created us to live and work in community. CEN values Godly relationships between all members of our school communities and as such, provides services to promote healthy, respectful, community relationships across all members.





5. Leadership and Governance Matters

God calls people into strategic and operational leadership roles for a season. We have a responsibility to train, equip, mentor and support our leaders. CEN seeks to support and equip both Governance and Management leadership within our school communities.

6. Stewardship Matters

All our material resources are a part of God's generous provision to the world and we therefore have a responsibility to be wise stewards. CEN encourages and supports schools to be engaged in best practice financial management.

7. Innovations and Creativity Matter

God's world reveals God's creative action. As God's people, we are called to be creative, making realistic and responsive plans to ensure our schools are relevant, sustainable, strong and future-oriented. CEN engages with schools to promote cultures of continual improvement. These include strategic planning processes as well as educational innovation.

8. Communications Matter

All of life exists within one big story – God's story. CEN believes we have a great story to tell! We seek to support the telling of our stories within our network and beyond through provision of a variety of communication channels. We also recognise the importance of communications that support our engagement with broader public debate.



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