



RICHARD
GILL
SCHOOL

*Musica Motuque
Floreamus*

*“Through music and movement
let us flourish”*

ANNUAL REPORT 2021



CONTENTS

- 1 Message from the Principal
Message from the Board
- 2 Contextual information about the school and characteristics of the student body
- 3 Teacher professional learning, accreditation and qualifications
- 4 Workforce composition
- 5 Student attendance, and retention rates
- 6 Enrolment policies
- 7 Other school policies
- 8 School determined priority areas for improvement
- 9 Initiatives promoting respect and responsibility
- 10 Parent, student and teacher satisfaction
- 11 Summary financial information

The information within this report is provided to meet Richard Gill School's educational and financial reporting requirements for the 2021 reporting year as laid out in Section 3.10 of the Registered and Accredited Individual Non-Government Schools (NSW) Manual.

1. MESSAGE FROM THE PRINCIPAL



Seeing the school come to fruition has been most exciting, especially given that families were taking a leap of faith into something new and largely unknown.

Hello and welcome to the Richard Gill School Annual Report for 2021. It is an honour and a privilege to serve as the Foundation Principal at this unique school, where music and movement, physical education, and STEM, form core components of a rich curriculum in a caring and creative environment.

The establishment of our unique school has been completed during the most extraordinary of circumstances no one could have possibly predicted; that which is the Covid-19 worldwide pandemic.

2021 was an historic year for Richard Gill School being our first year of operation. We are proud to have overcome numerous challenges and completed the year with 13 enrolments across Kindergarten and Year 1. Seeing the school come to fruition has been most exciting, especially given that families were taking a leap of faith into something new and largely unknown.

This level of commitment from local families and the community has been most encouraging and will form a solid base from which the school can build from as the school's personality and vision begins to shine brightly in our region and beyond. There is no doubt that the educational concept of Richard Gill AO is widely envied by educators and creatives across NSW and Australia, and we are beyond proud to provide this wonderful, musically infused educational opportunity to families in Muswellbrook.

I am grateful for the support of our exceptional Board of Directors, inaugural teaching and administrative staff, as well as Richard's family and supporters who have played a major role in the school experiencing such early success despite unfavorable social and economic conditions.

Musica Motuque Floreamus - Through music and movement let us flourish

Chris English – Foundation Principal

MESSAGE FROM THE BOARD

2021 was a year of significant milestones for the Richard Gill School.

First, we opened our beautifully refurbished and light filled spaces to our inaugural class of 2021. This was an opening that celebrated the legacy of our founder the extraordinary music educator and conductor, Richard Gill AO. As a board we work closely with the school principal to ensure the legacy and vision of Richard is at the heart of all we do as a school. This year we embarked on putting our purpose into full flight. A purpose that sees a society where all children have access to the unique social, emotional, and intellectual benefits achieved through music, physical activity and an extensive education program delivered by empowered teachers.

While this was an auspicious year for the development of the Richard Gill School, it was not without a variety of challenges. The ongoing management of Covid-19 tested everyone. The school team demonstrated flexibility and resourcefulness as they shifted focus, worked collaboratively with our independent school colleagues, and successfully facilitated remote learning for our students. We thank our parents, students and the school community for working with us as we navigated through this tricky period – one shared with so many others in communities across the nation. I would like to thank my fellow board members for their expertise and ongoing commitment to the school and the reliable stewardship they provide through their various skillsets for the education, strategic, financial, and risk oversight of the Richard Gill School.

I would also in particular wish to thank our founding principal Chris English and his small energetic and committed team for all they have done in this opening year. Chris and his team worked hard to project manage and finalise the construction of the school, secure the development of curriculum and manage the positive engagement with the community and families of the Upper Hunter region.

While we are all proud of what has been achieved in this inaugural year, we have no illusions as to the continuing duty of care in the long road ahead for the Richard Gill School, as it makes its mark as an exciting place for learning.

This was a year when many friends and supporters joined us as a board in supporting the school's endeavour. We received generous support in many forms throughout the year and we warmly thank all of our donors and supporters for their passion and trust in what we are achieving with this remarkable school in the Upper Hunter, where dreams are being realised.

Kim Williams AM
Chair, RGS Board



Chairman of the Board
Mr Kim Williams AM

Philip Pogson
Director, The Leading Partnership

Jane Simmons PSM
Adjunct Professor Macquarie University

Dr Gerry Bobsien
Director, Maitland Regional Art
Gallery

David Walsh
Chief Financial Officer
Muswellbrook Shire Council

2. OUR SCHOOL

Philosophy

Richard Gill School is a comprehensive, secular, independent primary school with a musical focus, tailored around the educational philosophy of Richard Gill AO. With music and physical education as cornerstones of the curriculum, the school will provide a first of its kind opportunity for regional students to engage in a unique education where creativity plays a central role in all key learning areas, including English and STEM (Science, Technology, Engineering and Mathematics).

Our Purpose

To see a society where all children have access to the unique social, emotional and intellectual benefits achieved through music and physical activity as core components embedded within an extensive education program with a curriculum managed by empowered teachers. We believe music and physical activity are transformative and enable the lives of children their families and communities to develop in vital ways that have enduring life outcomes.

Our Vision

To see our students grow musically, physically, socially, emotionally and intellectually, developing life foundations of responsibility, confidence, resilience, purpose and performance.

The Curriculum

The Richard Gill School will offer teaching and learning across the full suite of primary school subjects, guided by the Australian Curriculum and meeting the requirements of the NSW Department of Education and NSW Education Standards Authority (NESA). Higher order, critical thinking, creativity, whole school singing and physical activity are core components of the school curriculum, which are supplemented by classroom

teaching in these areas. The school will work collaboratively with the Upper Hunter Conservatorium of Music, and qualified teachers will provide individual and ensemble tuition as students develop.

In keeping with our vision, an emphasis on multi-literacies will ensure students are capable communicators across all 21st century demands. While it is essential to grow confident and competent language readers and writers, students will also work with non-linear texts, developing a wide range of linguistic, communication and technological perspectives and tools in preparation for life in a dynamic connected world.

Similarly, a strong foundation in STEM (Science, Technology, Engineering and Mathematics) is offered, incorporating problem-solving, critical thinking and innovation, readying primary students for diverse pathways of study in secondary school and beyond.

School Timeline

Having opened in 2021 to Kindergarten and Year 1 students, the school plans to grow progressively each year as it becomes a Kindergarten to Year 12 School.



OUR VALUES

The model for the Richard Gill School is being closely fashioned around several precepts set out clearly by Australia's leading music educator (indeed one of the leading educators anywhere), Richard Gill AO before his death in October 2018. It follows the guidance from statements such as this one made by Richard Gill in a variety of materials for the school on which he worked up until the end of his life:

"Music is fundamental to the human being. It is fundamental and it is abstract. Music works upon the heart and mind and spirit of the child in ways we cannot actually identify. It is felt intensely in every individual and when it is taught properly, and by properly, I mean sequentially. That is, teaching children how to sing, how to read, how to write and how to compose and improvise, we go into the highest aspects of creativity and this translates into other learning. We want to encourage children to learn how to learn and to learn for its own sake. We want to encourage children to become strong individuals and to identify and develop their own creative capacity." Richard Gill AO

Which leads into the vision for the Richard Gill School:

Our Vision

Richard Gill School provides the best possible opportunities for students to reach their full potential in a creative learning environment where teachers and teaching are as highly valued as the students themselves.

Our Values

1. Provide Opportunity
2. Cultivate Excellence
3. High Expectations
4. Nurture Creativity
5. Embody Community

Richard Gill School aims to; Provide Opportunity for all students, Cultivate Excellence in all we do encouraging students to achieve their potential by setting High Expectations. Staff Nurture Creativity in all learning activities and strive to Embody Community

The school will place fundamental importance on the delivery of high-quality music education to all students in addition to having daily physical activity, specialist RFF delivery of STEM and high-quality delivery of all KLA's. The school will serve as a hub for tertiary education students to do a practicum where they can observe high quality music education and pedagogy, serving to improve the state of music education in Australian primary schools.

Our Motto:

"Musica Motuque Floreamus" - Through music and movement let us flourish

Devised by Anthony Gill, son of Richard, Music in Latin means anything inspired by the muses, and refers to all intellectual endeavors, embracing math and science in its spirit, and Motus, or movement, refers to all kinds of movement, including sporting, military, dance, and even stages of growth. Floreamus is 'let us flourish, let them flourish' and is central to the mission of our school, and captures all that is pastoral, nurturing and caring at the same time as promoting vigorous growth through rigor and discipline.



3. TEACHER PROFESSIONAL LEARNING, ACCREDITATION AND QUALIFICATIONS

General professional learning

In 2021, all staff at the school maintained their mandatory training in Child Protection, Anaphylaxis, CPR and First Aid.

Teaching staff

Teaching staff engaged in a range of professional learning opportunities including a bespoke mentoring program through Swansea PS, a 4-week visual art program delivered by a local artist and teacher, completion of the 12-week Musica Viva generalist teacher training course, completion of the “Storytelling through Music” Musica Viva online course, in addition to a programming day per term.

Admin staff:

Administration staff engaged in a bespoke mentoring program with Resolve consultancy in financial software competency, completed the “83C Not For Profit” workshop and “Casual employment and conversion” workshops through the AISNSW.

Executive staff:

Executive staff engaged in a bespoke mentoring program with an experienced ex-Principal, attended the “New schools briefing” conducted by the AISNSW, attended the ASME National Conference virtual sessions, completed a 12-week “Growing evidence informed practice” course through AISNSW, and attended numerous Zoom seminars including “NESA school rego updates”, Covid update briefing sessions, AON insurance “The new workplace challenge: Ethics, law and the Covid-19 vaccination” and “School Cyber Security case study Newcastle Grammar School”.

In 2021, the staff of Richard Gill School comprised:

Principal (and RFF)

K/1 Teacher

Student Learning Support Officer (0.4)

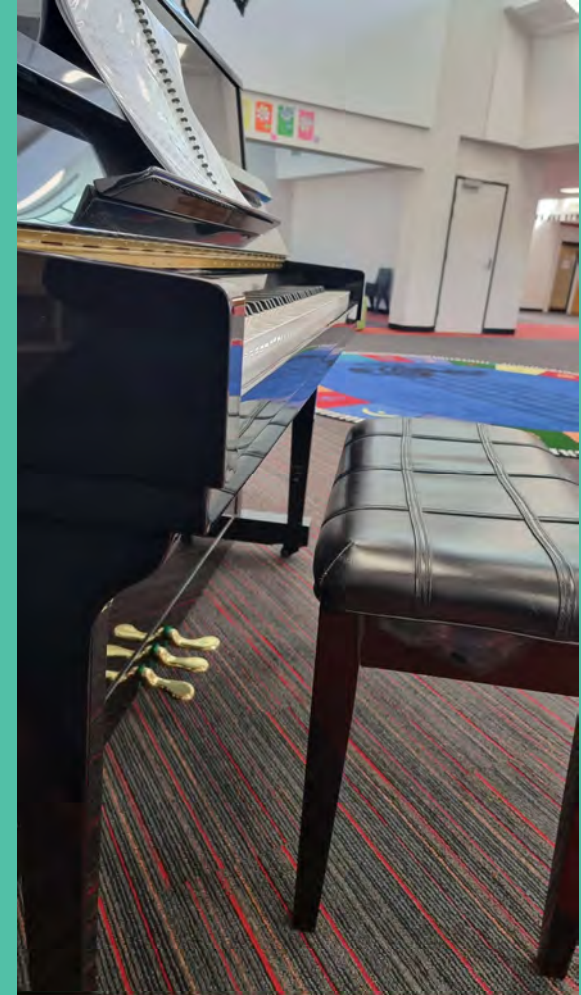
School Administration Officer (SAO)

Cleaning and maintenance staff are subcontractors to the school.

Level of Accreditation	Number of Teachers
Conditional	0
Provisional	1
Proficient	1
Highly Accomplished Teacher	0
Lead Teacher	0

4. WORKFORCE COMPOSITION

School Staff 2021	
Teaching Staff	2
Full-time equivalent teaching staff	1.4
Non-teaching staff	2
Full-time equivalent non-teaching staff	1.2



5. STUDENT ATTENDANCE, AND RETENTION RATES

Attendance

Student Attendance Policy – read via link below

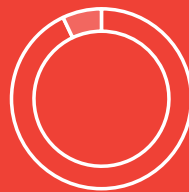
<https://richardgillschool.nsw.edu.au/policies>

Average % Attendance Rates	
K	96.8%
1	92.6%
Whole School	95.07%

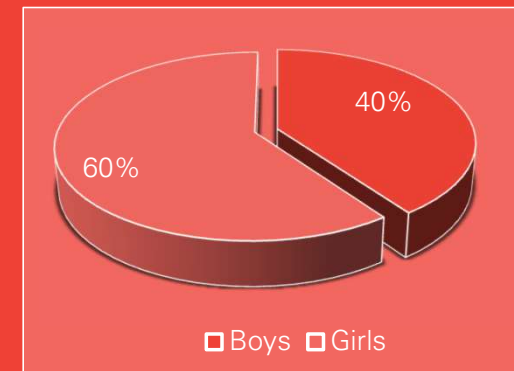
Student Retention

93%

Student/s who have moved from the Muswellbrook Area



Total student enrolments in 2021 are comprised of 60% girls and 40% boys.



6. ENROLMENT POLICY

Richard Gill School (RGS) is a comprehensive, secular, independent, co-educational school with a musical focus underpinning its educational ethos, tailored around the educational thinking of Richard Gill AO. RGS seeks to acknowledge and continue the vision of Richard Gill, as a centre of teaching and learning excellence founded on music and physical education as core components embedded within an extensive program and curriculum with an allied concentration on excellence in STEM teaching.

Richard Gill School encourages parents and families to be aware of and embrace the ethos of the school as encapsulated in the School vision and Mission Statements.

The full version of the Enrolment Policy is available via the following link:

<https://richardgillschool.nsw.edu.au/>



7. OTHER SCHOOL POLICIES

Summary of Policy	Changes in 2021	Access to full text
<p>Student Discipline & Pastoral Care</p> <p>All discipline and pastoral care is directed toward nurturing students in values that seek to promote and encourage kindness, self-control, inclusion, goodness, patience, forgiveness, trust, gentleness, contentment and happiness.</p> <p>The School aims to develop a culture of positive work and social habits through effective and clear direction and positive discipline by setting clear expectations about student behaviour and encouraging positive behaviour.</p> <p>Students should generally be provided with procedural fairness in dealings that involve their interests, including disciplinary decisions.</p> <p>The School prohibits corporal punishment and the use of any corporal punishment by a staff member is strictly prohibited. The School does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents, to enforce discipline at the School.</p>	<p>In 2021 the policy was revised to include a classification table, roles, pastoral care and counselling.</p>	<p>The full text of Richard Gill School policies can be accessed by contacting the school office.</p>
<p>Bullying Prevention & Intervention</p> <p>RGS recognises that the implementation of whole-School prevention strategies is the most effective way of eliminating, or at least minimising incidents of bullying within our community.</p> <p>A key part of the School's bullying prevention and intervention strategy is to encourage reporting of bullying incidents as well as providing assurance to students who experience bullying (and parents/carers) .</p>	<p>In 2021 this policy was updated to include contact information for the YLO and UHYS.</p>	
<p>Complaints & Grievance</p> <p>Richard Gill School (RGS) seeks to address complaints, grievances and allegations raised by members of the school community in an effective manner. Integral to a healthy partnership is open and honest communication which enables parents and staff to work in harmony with each other to achieve resolution. RGS strives to be solution focused and respectful in all communications with the school community.</p> <p>The purpose of the Complaints and Grievance Policy and Procedures is to provide a student, parent(s)/carers (Parent), or community members with the opportunity to raise issues and access procedures to facilitate the resolution of a dispute or complaint. These internal procedures are a conciliatory process.</p>	<p>In 2021 this policy was reviewed, no changes required.</p>	

8. SCHOOL DETERMINED PRIORITY AREAS FOR IMPROVEMENT

Area	Priorities	Achievements
Teaching and Learning	<p>To achieve and maintain NESAs registration for Kindergarten, Year 1 and Year 2.</p> <p>To develop and refine teaching and learning programs for all key learning areas.</p>	<p>Successful NESAs application and inspection.</p> <p>Teaching and learning programs were developed and are in place, able to be further developed and refined in future years.</p>
Staff Development	<p>To professionally develop, retain and recruit teaching, support and administration staff.</p> <p>To network and collaborate with local and similar schools and their staff.</p>	<p>Teaching staff engaged in a range of professional learning opportunities including a bespoke mentoring program through Swansea PS, a 4-week visual art program delivered by a local artist and teacher, completion of the 12-week Musica Viva generalist teacher training course, completion of the “Storytelling through Music” Musica Viva online course, in addition to a programming day per term.</p> <p>Successful recruitment of a second fulltime teaching staff member, and a part time SLSO.</p>
Facilities & Resources	<p>Construct and maintain a high quality educational environment.</p> <p>To resource the school to meet the teaching and learning needs of our staff and students.</p>	<p>Construction of school completed prior to commencement of educational delivery.</p> <p>Purchase and implementation of a range of resources to facilitate learning.</p>

9. INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY



Throughout 2021 students at Richard Gill School engaged in a number of activities which promoted respect and responsibility, including:

- Attendance at the local ANZAC Day march and service
- Celebration of NAIDOC Week
- Participation in “National Day of Action against Bullying and Violence”
- Engagement with the PDHPE curriculum learning about safe behaviors
- Engagement with the HSIE curriculum learning about other cultures
- Participation in “Clean Up Australia Day”
- Planting of 50 trees on school grounds as part of “National Tree Planting Day”
- Participation in an incursion with the local Youth and Crime Prevention Police Officer

10. PARENT, STUDENT AND TEACHER SATISFACTION

In April 2021, 8 of 13 families responded to our parent/carer survey.

Of the 8 respondents, 4 scored their satisfaction with the school at an 8 out of 10, and 4 scored their satisfaction with the school at a 9 out of 10.

Respondents were asked to provide 3 words that they felt best described Richard Gill School, and their responses included:

- Great, fun, educational, inclusive, exciting, nurturing, and community amongst others..

Respondents were asked to provide 3 words they would like to see Richard Gill School described as in 5 years time, and their responses included:

- The best, groundbreaking, thriving, successful, advanced, leadership, and innovative amongst others.

Respondents were asked what they would like to see at Richard Gill School that isn't available at other schools, and their responses included:

- Broader range of music lessons, independent student programs, STEM, arts education, and P&F amongst others.



“Education focused, and applying new ideas that involve the arts which I found incredibly attractive.”

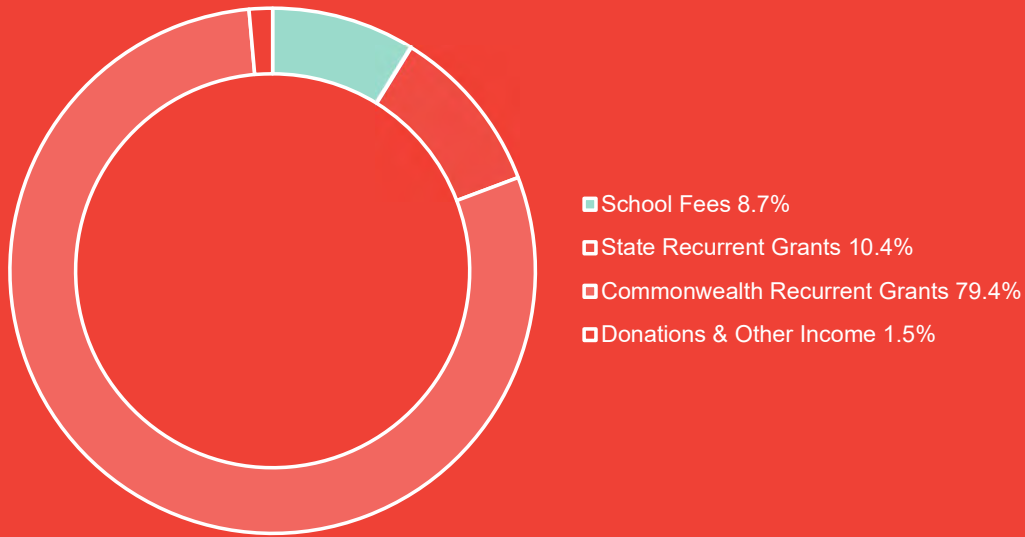
Parent Response: 2021 Parent/Carer Feedback

11. SUMMARY FINANCIAL INFORMATION

Recurrent/Capital Income

Our income is sourced from:

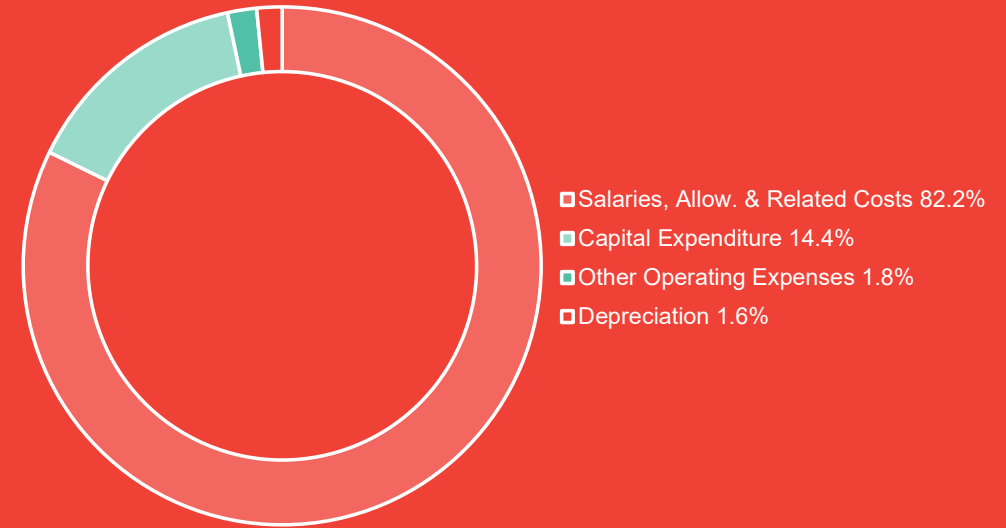
- School fees and levies
- Grants from Commonwealth and State Governments
- Donations and other minor income



Recurrent/Capital Expenditure

Our expenditure includes:

- Staff costs, including salaries, training and learning
- Capital expenditure to maintain premises
- Other non salary items





RICHARD GILL SCHOOL

 **(02) 6543 1900**

   **richardgillschool**

 **admin@rgs.nsw.edu.au**

 **richardgillschool.nsw.edu.au**

 **157 Maitland Street Muswellbrook NSW 2333**

ABN: 35 628 712 667