



RICHARD
GILL
SCHOOL

*Musica Motuque
Floreamus*

*“Through music and movement
let us flourish”*

ANNUAL REPORT 2022



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The information within this report is provided to meet Richard Gill School's educational and financial reporting requirements for the 2022 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

Musica Motuque Floreamus - Through music and movement let us flourish

Welcome to the Richard Gill School Annual Report for 2022. As the Foundation Principal of the school, I am honored and privileged to be part of a school that values music and movement, physical education, and STEM as integral components of a nurturing and creative curriculum.

Despite the numerous challenges posed by the Covid-19 pandemic and the prevailing shortage of teachers, particularly in regional NSW, I am proud to announce that Richard Gill School successfully completed its second year of operation. With a total of 24 enrolments spanning Kindergarten and Year 1/2, we have made significant progress since our inception.

One of the most encouraging achievements of the year was witnessing our school's enrolment double from a single class to two, accompanied by a strong influx of 10 new Kindergarten enrolments. Equally noteworthy was the appointment of our new classroom teacher, whose extensive musical background aligns perfectly with the ethos of our musically focused vision.

Throughout the year, we actively engaged in a variety of extracurricular and community events aimed at enhancing our students' learning experience. Undoubtedly, the highlight was our participation in the Stanmore Festival of Music, held in honor of Richard. Marching from his family home and performing our school song, composed by Nigel Westlake with lyrics by Richard's son, Anthony Gill, during the opening ceremony, struck a powerful chord within our school community and its supporters. We are immensely grateful for the overwhelming support we received, as our transportation to and from the event was fully funded by generous donors. This serves as a poignant reminder of Richard's enduring legacy and the support he continues to inspire.

I would like to express my appreciation for the ongoing support of our Board of Directors, dedicated teaching and administrative staff, as well as Richard's family and supporters. Their contributions have played a pivotal role in nurturing the growth of our student body and cementing our reputation within the Upper Hunter community.

In the spirit of our school's motto, "Musica Motuque Floreamus" (Through music and movement, let us flourish), we look forward to another year of empowering our students, fostering creativity, and nurturing their passions.

Mr. Chris English
Foundation Principal



MESSAGE FROM THE BOARD

2022 was a year of significant achievement for the Richard Gill School.

In 2022 the Richard Gill School continued to welcome new students to our beautifully refurbished and light filled spaces with excellent facilities and a solid support framework for the innovative programs the school offers to all its children. The school community grew, and much was achieved.

The school celebrates the formidable education legacy from our founder; the extraordinary music educator, conductor and thinker, Richard Gill AO. The Richard Gill School's board works in close harmony with the school principal to ensure that Richard's vision is at the heart of all the school's daily work. During 2022 the school continued to pursue its mission to demonstrate that a society where all children have access to the unique social, emotional, and intellectual benefits achieved through music and physical activity as core foundation stones to their broad education, is immeasurably enhanced. The school continues to strive to ensure that it values and empowers its teachers as they set strong aspirational goals for the children in providing a nurturing learning place.

While this was a strong purposeful year in the development of the Richard Gill School, there were inevitably many challenges. A second year with the trials presented by Covid-19, tested everyone. The school team demonstrated flexibility and resourcefulness working successfully to deliver remote learning in agreeable ways for children and their families equally. We thank our parents, students, and the school community for acting collaboratively as we navigated the challenges – ones shared in common with other schools and their communities across the nation.

Notwithstanding the challenges the school community was able to offer performances at public Muswellbrook events and in a special initiative, a performance at a festival in Stanmore, Sydney; where Richard Gill had been a guiding spirit. It proved to be an outing which provided satisfaction to parents and children equally.

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 management of the Richard Gill School.

I would wish to thank in particular, our founding principal Chris English and his energetic, committed team for all they have done in confirming a strong trajectory for the school in its second year.

Chris and his team work hard to provide a welcoming, safe place for stimulating learning in ways that matter for our young children. This is reflected in secure development for the children as we balance attention to the curriculum and positive engagement with the Upper Hunter community.

While we are all proud of what has been achieved in the first two years of our operation, we have no misconceptions as to the continuing duty of care in the long road ahead for the Richard Gill School, as it makes a mark as an exciting place for learning with exemplary teaching.

As in the first year of operation, this was a year when many friends and supporters joined the board in supporting the school's objectives. We received generous support in many forms throughout the year. We warmly thank all of our donors and supporters for their commitment and trust in what we are achieving for these precious children in the Upper Hunter.

Kim Williams AM - Chair, RGS Board



Chairman of the Board
Mr Kim Williams AM

Philip Pogson FAICD
Director, The Leading Partnership

Reverend Angela Peverell TSSF

Jane Simmons PSM
Adjunct Professor Macquarie University

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. STUDENT OUTCOMES

4. SENIOR SECONDARY OUTCOMES

Naplan

In 2022 Richard Gill School was K-2 only, with no students eligible to sit the NAPLAN exams. Information will be provided here in the years to come.

Senior Secondary Outcomes

Due to Richard Gill School only commencing operation in 2021 for K-1, Senior Secondary Outcomes are not currently applicable. Information will be provided here in the years to come.



5. TEACHER PROFESSIONAL LEARNING, ACCREDITATION AND QUALIFICATIONS

General professional learning

In 2022, 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 STEM Conference, NCCD training, Arts through Literacy and Numeracy webinars, Bullying webinar, Sharing First Nation Stories webinar, and worked with the National Music Teacher Mentoring Program, in addition to a programming day per term and completing a PDP addressing set goals for improving teaching practice.

Admin staff:

Administration staff engaged in a bespoke mentoring program with Resolve consultancy in financial software competency and completed the “83C Not for Profit” workshop.

Executive staff:

Executive staff engaged in a bespoke mentoring program with an experienced Principal, Educator Mental Health and Wellbeing webinar, Disability Discrimination Legislation and NCCD, mentoring in Early Childhood Music, Working with Difficult Parents webinar, Review of the National School Reform agreement, and completed the 10-day Principal Induction Program through AISNSW.

In 2022, the staff of Richard Gill School comprised:

Principal (and RFF)

K Teacher

Year 1 Teacher

Year 2/3 Teacher

STEM Teacher

Student Learning Support Officer (SLSO)

School Administration Officer (SAO)

Cleaning and maintenance staff are subcontractors to the school.

Level of Accreditation	Number of Teachers
Conditional	0
Provisional	2
Proficient	2
Highly Accomplished Teacher	0
Lead Teacher	0

6. WORKFORCE COMPOSITION

School Staff 2022

Teaching Staff	4
Full-time equivalent teaching staff	3.6
Non-teaching staff	2
Full-time equivalent non-teaching staff	1.4



7. STUDENT ATTENDANCE, AND RETENTION RATES

Attendance

Student Attendance Policy – read via link below

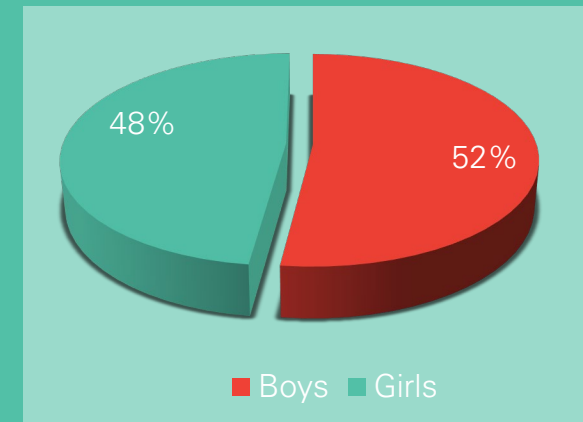
Average % Attendance Rates	
K	89.1%
1	87.9%
2	86.6%
Whole School	88.12%

Student Retention

93%



Total student enrolments in 2022 are comprised of 48% girls and 52% boys.



8. 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 seeks to enrol students whose families support 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/policies>



9. OTHER SCHOOL POLICIES

Summary of Policy	Changes in 2022	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 2022 the policy was reviewed and there were no changes made to this policy.</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 2022 changes were made to content regarding School Diaries, Signage, and Support Services contact information.</p>	<p>The full text of Richard Gill School policies can be accessed by request from the school Principal</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 2022 changes were made to content regarding Rationale and Parent refusal to engage in conflict resolution processes.</p>	

10. SCHOOL DETERMINED PRIORITY AREAS FOR IMPROVEMENT

Area	Priorities	Achievements
Teaching and Learning	<p>To achieve and maintain NESAs registration for Kindergarten, Year 1 Year 2, Year 3, and Year 4.</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 STEM Conference, NCCD training, Arts through Literacy and Numeracy webinars, Bullying webinar, Sharing First Nation Stories webinar, and worked with the National Music Teacher Mentoring Program, in addition to a programming day per term and completing a PDP addressing set goals for improving teaching practice.</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>Fit out and finishing of GLA3 in preparation for 2023, as the school expands to have 3 classes.</p>

11. INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

Throughout 2022 students at Richard Gill School engaged in several activities which promoted respect and responsibility, including:

- Attendance at the local ANZAC Day march and service
- Celebration of NAIDOC Week
- Participation in Aboriginal Flag Raising Ceremony
- 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”
- Participation in an incursion with the local Youth and Crime Prevention Police Officer



12. PARENT, STUDENT AND TEACHER SATISFACTION

In 2022 a satisfaction survey was conducted with parents, 16 of 24 families responded.

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

“Unique, Empowering, Nurturing, Inclusive, Community, Friendly, Innovative”

Respondents were asked how do they see RGS in 5 – 10 years time, responses included;

‘Growing to a K-12 School’

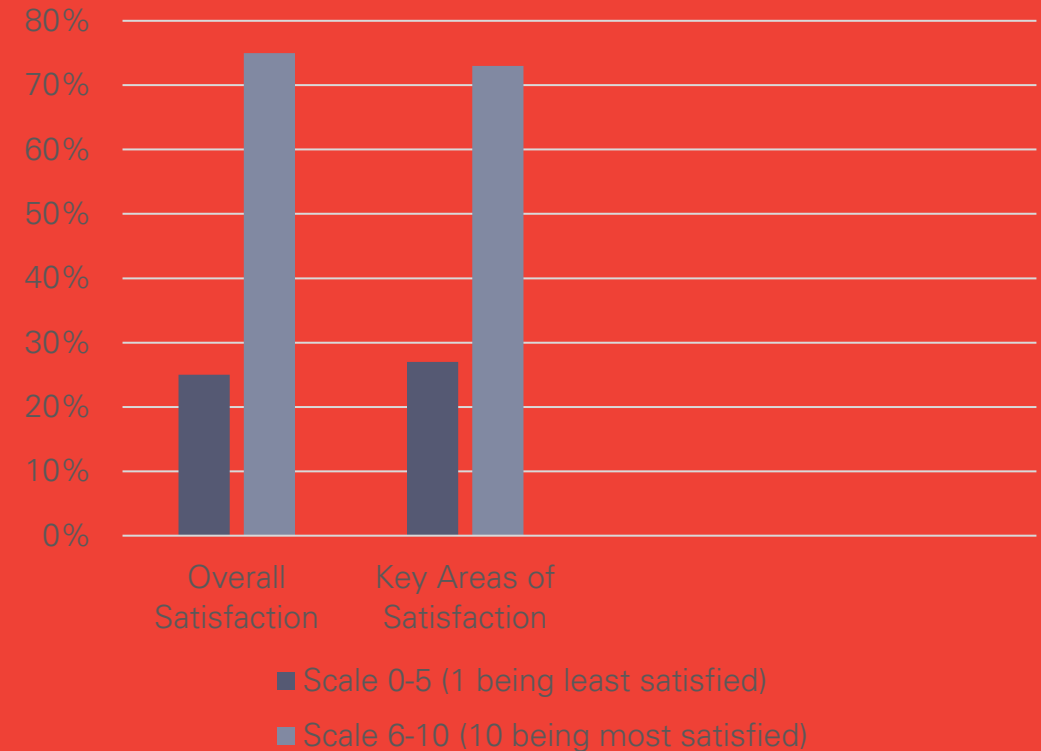
‘Developing a reputation in the local and musical community for providing excellent education and supporting students to achieve their best in life’

‘A School that fosters lifelong learning and friendships’

‘Leading education provider in the Hunter, sought after and leader in education excellence.’



2022 Parent Survey



Overall Satisfaction - On a scale of 1-10, how satisfied are you with the statement "Richard Gill School has high expectations of staff and students"?

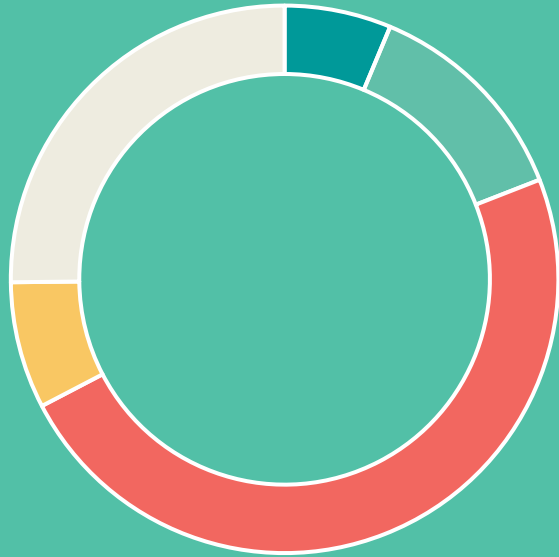
Key Areas of Satisfaction - On a scale of 1-10, how satisfied are you with the school's progress towards delivering on our 5 school values, creative learning environment, embody community, high expectations, cultivate excellence, and diverse educational opportunities.

13. 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

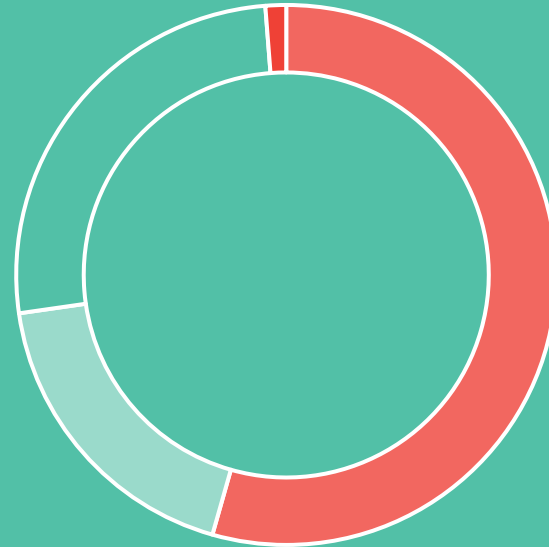


- School Fees 6.17%
- State Recurrent Grants 12.51%
- Commonwealth Recurrent Grants 47.25%
- Donations & Other Income 7.33%
- Local Govt Grants 24.64%

Recurrent/Capital Expenditure

Our expenditure includes:

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




- Salaries, Allow. & Related Costs 54.41%
- Capital Expenditure 18.32%
- Other Operating Expenses 26.03%
- Depreciation 1.24%

“The school environment has been great at identifying and focusing on the unique ways our children like to learn. Our child has gotten further ahead than we thought they would in a short time.”

Parent Response: 2022 Parent/Carer Feedback



RICHARD GILL SCHOOL

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