

Narragunnawali
Reconciliation in Education

**NAKRA
GUNNA
WALI**

RECONCILIATION ACTION PLAN

Eltham North Primary School
March 2023 to March 2024



RECONCILIATION
AUSTRALIA

CONTENTS

Vision for Reconciliation

The Working Group

Reconciliation Action Plan (RAP) Actions

Relationships

Respect

Opportunities



VISION FOR RECONCILIATION

At Eltham North Primary School, we see reconciliation as a process of healing the relationship between Aboriginal and Torres Strait Islander peoples and other Australians. We are a community aiming to understand how to respect Country and First Nations peoples, who represent the oldest cultures on earth. We want to learn by listening to the truths of the past and help build a future that is equal and equitable for Aboriginal and Torres Strait Islander peoples.

We aspire to demonstrate understanding and respect for First Nations peoples and their connection to Country through our values, actions, and efforts. We aim to listen to feedback and continually make changes to work towards reconciliation in meaningful ways. We are passionately embarking on the long journey that is reconciliation, to help create fairness and the opportunity for First Nations peoples to feel, and truly be, seen and heard and respected.

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the Land on which our school is located, the Wurundjeri people. We pay respect to Elders, past, present and emerging and recognise their deep and continuing practices of education through collaboration and knowledge sharing within communities. We understand that there is still much to learn from the oldest living culture in the world and that everyone has a role in supporting each other to walk and work together. We are committed to listening, learning, and promoting curiosity through our work in our school.



RAP WORKING GROUP

Name	Position
Bob West	Community member
Jennifer Klemm	Staff (non-teaching)
Janine Tucker	Staff (teaching)
Cath Moore	Parent/carer
Melinda Holland	Parent/carer
Tandy Johnson	Other
Natalie Duffy	Parent/carer
Amanda Smith	Parent/carer
Lauri Widdup	Parent/carer
Corrie Nicholson	Parent/carer
Holly Johnson	Staff (teaching assistant)
Jeremy Thomson	Staff (teaching)
Ned Kilpatrick	Parent/carer
Agnes Wilson	Parent/carer
DAVID FOLEY	Principal / Director

CONTRIBUTORS

Eltham North Primary School would like to acknowledge the following contributors to the development of this RAP.

Name	Role/Organisation
Olly Nicholson	student
Ashton Bridger	student



RAP ACTIONS	COMMITMENT
<p>Aboriginal and Torres Strait Islander People in the Classroom</p>	<p>We are committed to engaging Aboriginal and Torres Strait Islander people in our learning activities. Having Aboriginal and Torres Strait Islander voices in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.</p>





RAP ACTIONS	COMMITMENT
Cultural Responsiveness for Staff	Staff are supported to reflect on and build their cultural responsiveness to improve their practice and best support the needs of Aboriginal and Torres Strait Islander students. Staff are provided with a range opportunities to build their knowledge and understanding of their own positionality and Aboriginal and Torres Strait Islander perspectives, contributions and cultures.





RAP ACTIONS	COMMITMENT
<p>Welcome to Country</p>	<p>Where appropriate, significant events at our school commence with a Welcome to Country. Protocols for welcoming visitors to Country have been a part of Aboriginal and Torres Strait Islander cultures for thousands of years. By incorporating these protocols into formal events and important occasions, we recognise Aboriginal and Torres Strait Islander peoples as the First Australians and Custodians of their Land.</p>
<p>Celebrate National Reconciliation Week</p>	<p>Our school community celebrates National Reconciliation Week (NRW) which is held from 27 May to 3 June each year by talking about reconciliation in the classroom and around the school, and celebrating with the community. NRW is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.</p>
<p>Build Relationships with Community</p>	<p>We commit to building relationships with our local Aboriginal and Torres Strait Islander community that are built on mutual respect, trust and inclusiveness. We value these relationships and their role in helping to create opportunities for Aboriginal and Torres Strait Islander and non-Indigenous staff, students, children and community members.</p>





RAP ACTIONS	COMMITMENT
Teach about Reconciliation	Our school community is committed to learning about reconciliation in Australia. Having an understanding of the concept, history and progress of reconciliation is an important part of continuing the reconciliation journey. This understanding also helps to strengthen engagement with our school's RAP by positioning it within the broader story of reconciliation in Australia.
Explore Current Affairs and Issues	We are committed to raising awareness of current affairs and issues in the public domain that are of particular significance to Aboriginal and Torres Strait Islander peoples and the process of reconciliation. This will be done through curriculum delivery, policies and procedures, and will be integrated into the ethos of our school.



RESPECT



AROUND THE SCHOOL

RAP ACTIONS

COMMITMENT

Acknowledgement
of Country

Our school recognises the continuing connection of Aboriginal and Torres Strait Islander peoples to the Country on which we live, work, learn and grow. All staff and students have the opportunity to show respect to Traditional Owners and Custodians by regularly conducting an Acknowledgement of Country at meetings and events throughout the year.



RESPECT



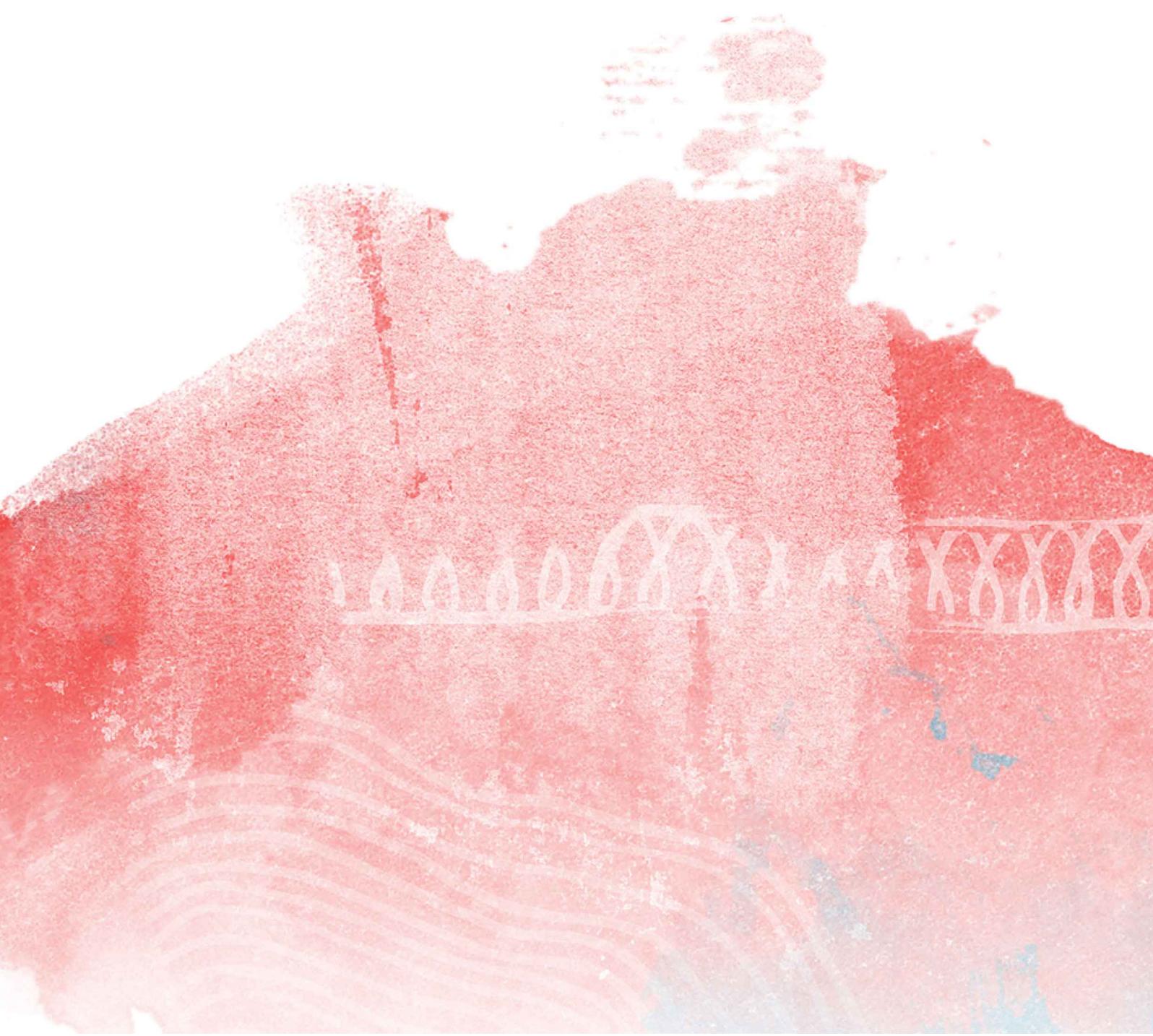
WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT
Aboriginal and Torres Strait Islander Flags	Our school flies or displays the Aboriginal and Torres Strait Islander flags as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.
Take Action Against Racism	Racism can have serious negative consequences for the people who experience it, for those who witness it, and for wider society. When racism is properly understood it is easier to overcome. We commit to building awareness of what racism is, the impacts of racism and how to respond effectively when it occurs through an anti-racism strategy tailored to the needs of our school.



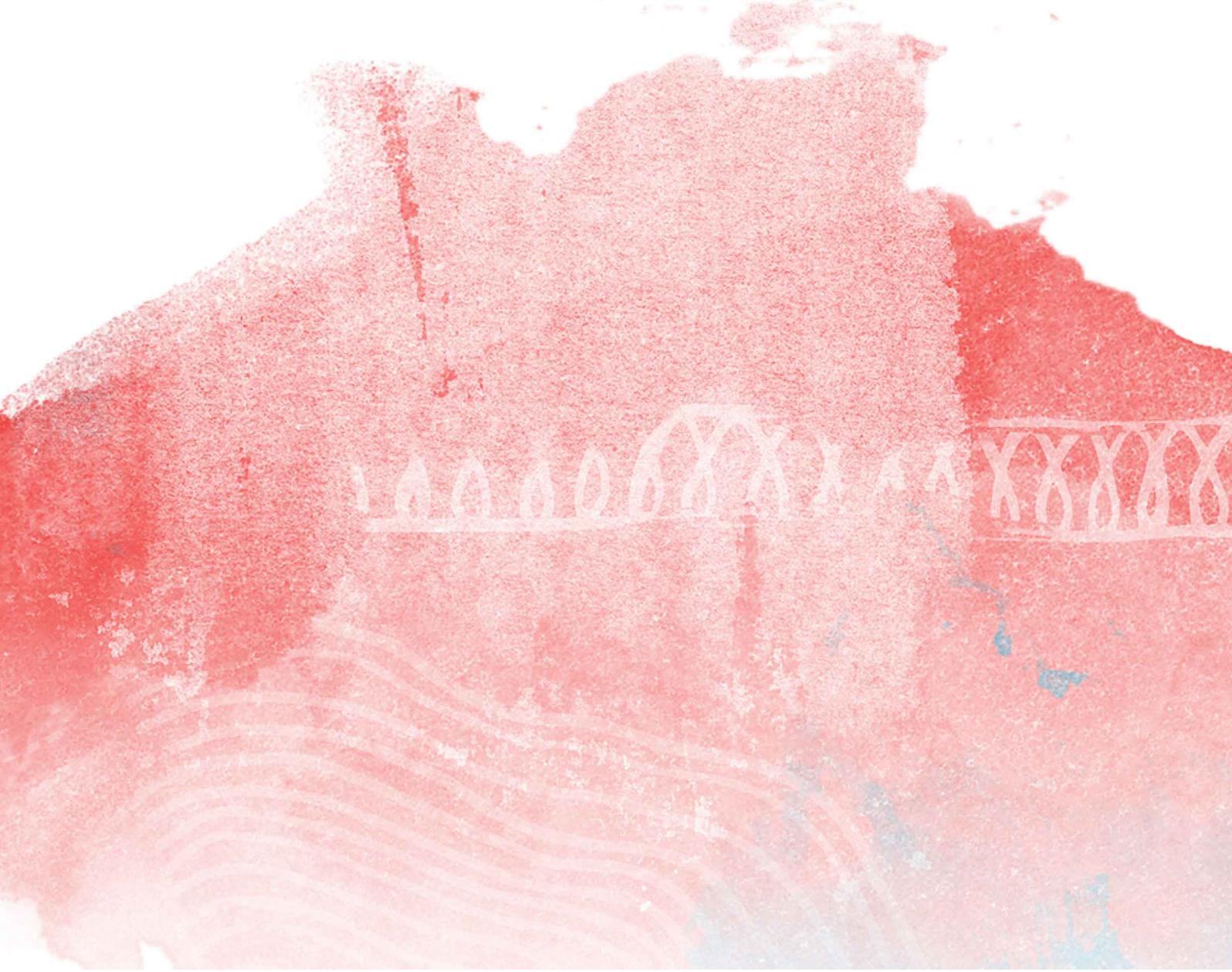


RAP ACTIONS	COMMITMENT
Curriculum Planning	<p>Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum documents have or will be audited to identify the extent to which Aboriginal and Torres Strait Islander histories, cultures and contributions are already embedded, and to identify opportunities for strengthening the representation of this content in the curriculum.</p>





RAP ACTIONS	COMMITMENT
Inclusive Policies	All staff in our school are aware of policies that refer specifically to improving educational outcomes for Aboriginal and Torres Strait Islander people and increasing knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. We have a plan in place to ensure all staff comply with these policies in their daily practice. Our internal policies have been, or will be, amended to ensure they are also inclusive of Aboriginal and Torres Strait Islander peoples and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.
Staff Engagement with RAP	Commitment to the Reconciliation Action Plan (RAP) from all staff is essential for developing a RAP that is implemented in a meaningful and sustainable way. All staff will be involved in the ongoing development and implementation of our RAP through staff development opportunities facilitated by the RAP Working Group.





RAP ACTIONS	COMMITMENT
Celebrate RAP Progress	We are committed to reflecting on the progress made in the growth of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions in our school. We will track the progress of our RAP, continually revisit our commitments, and celebrate our achievements, while generating new ideas to develop and sustain our RAP into the future.

