

Narragunnawali
Reconciliation in Education

**NAKRA
GUNNA
WALI**

RECONCILIATION ACTION PLAN

St Paul Lutheran School

September 2022 to September 2023



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VISION FOR RECONCILIATION

The Connected Schools community is built on the values of Lutheran Education Australia. We aim to build positive and respectful relationships within and across our learning sites, and between Aboriginal and Torres Strait Islander and non-Indigenous people. We will continue to acknowledge, respect and celebrate the unique and rich cultures, heritages, traditions and continuing contributions of Aboriginal and Torres Strait Islander peoples. We understand that past pain continues to affect the present and commit to the process of healing to realise our vision for a reconciled Australia.

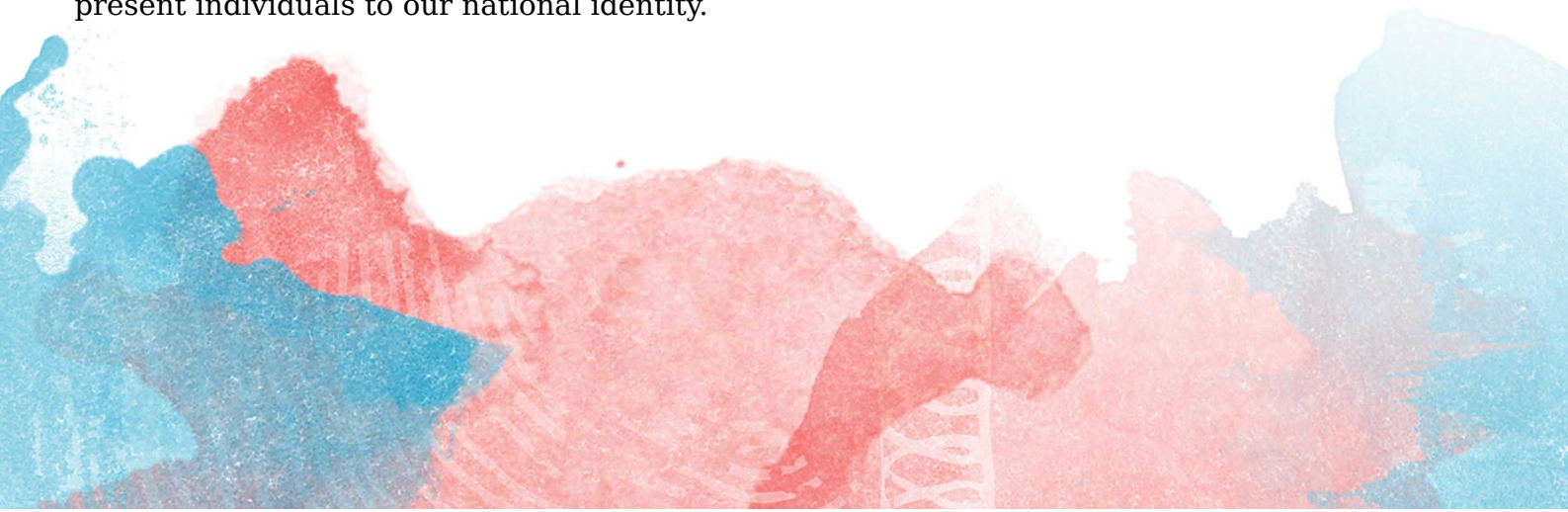
A reconciled Australia is one which achieves a deep understanding of the rich histories and cultures of Aboriginal and Torres Strait Islander peoples. Our privilege as communities of learning is to listen to and celebrate the diverse stories of our students, families and staff, and embrace each person's uniqueness. We have a duty to provide a culturally safe place and space for stories to be shared, respected and celebrated, so that Aboriginal and Torres Strait Islander voices are actively heard and valued. We reject racism and will continue to promote two-way relationships built on trust and respect. We make a commitment to Aboriginal and Torres Strait Islander students, to honour their heritage and foster equal and equitable opportunities which empower their futures. We make a commitment to collaborate with Aboriginal and Torres Strait Islander peoples to co-create a sense of pride which motivates our journey towards a reconciled Australia.

Our principals, and all staff, commit to actively promoting our Reconciliation Action Plan, which has learning at its heart. We will create opportunities to advance and celebrate reconciliation through rich, inclusive stories and experiences that deepen our students' knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and perspectives, and about the impact of positive change. Through our programs, students will gain an honest insight into the current experiences of Aboriginal and Torres Strait Islander peoples.

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge and pay our respects to the Kurna people, the Traditional Custodians of the Ancestral Lands on which our schools are built. We acknowledge the deep attachment and relationship of the Kurna people to Country and acknowledge the care they have given, and continue to give, to the Land. We pay our respects to Kurna people and Elders past, present and emerging.

We recognise and accept that Aboriginal and Torres Strait Islander peoples are the Traditional Owners of Lands across Australia and that their custodianship and continuing cultures remain relevant and vital to contemporary Australian society. We value the continuing richness of Aboriginal and Torres Strait Islander cultures and heritages, and the contributions of past and present individuals to our national identity.

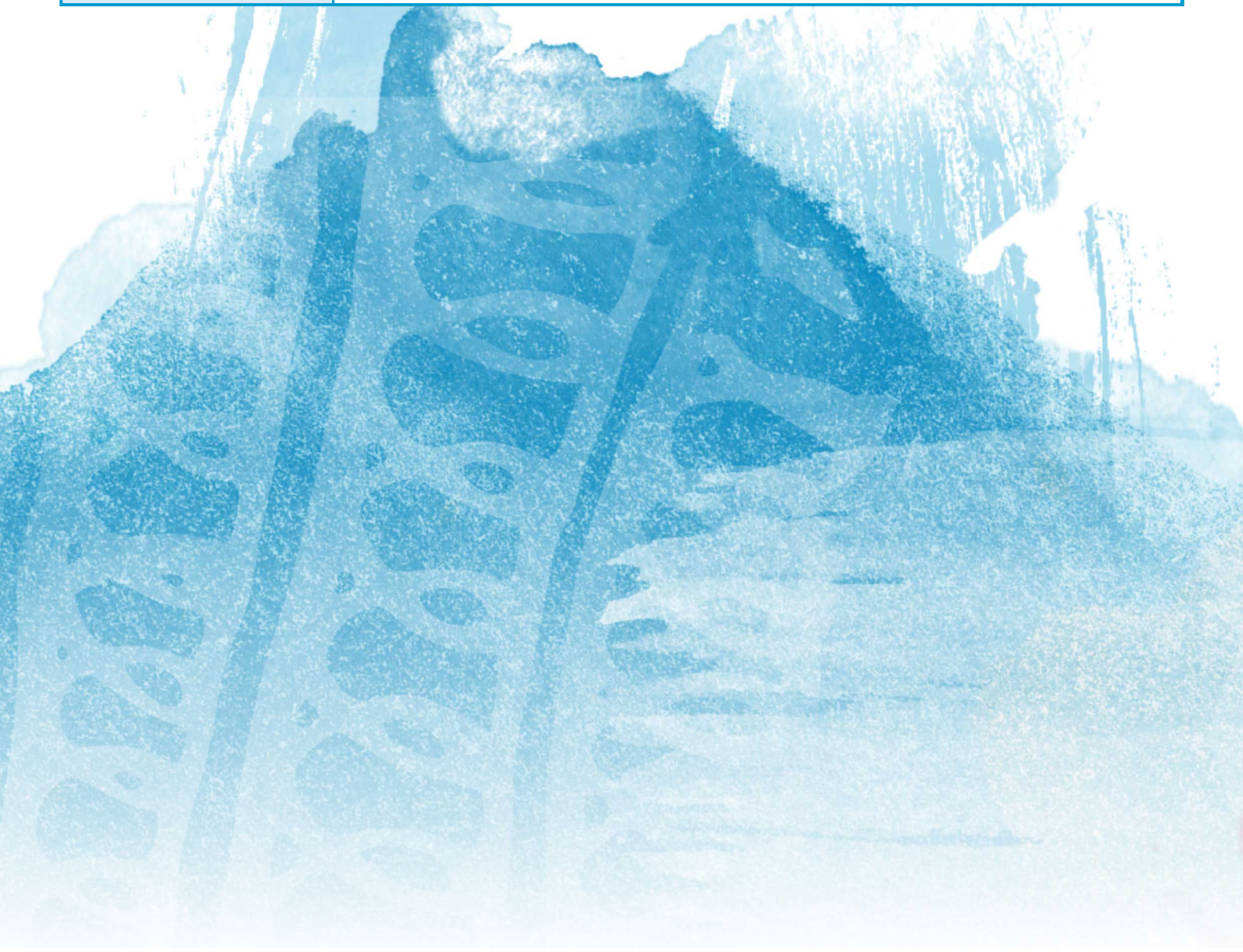


RAP WORKING GROUP

Name	Position
Leila Mattner	Principal / Director
Danielle Nak	Staff (teaching)
Henry Sheedy	Staff (teaching)
Bec Mattner	Staff (teaching)
Dianne Brown	Staff (teaching assistant)
Rebecca Heinjus	Staff (teaching)
Jessica Bezzina	Parent/carer
Carly Lethborg	Staff (teaching)
Marisa Cameron	Staff (teaching)
Claire Fisher	Staff (teaching)



RAP ACTIONS	COMMITMENT
Aboriginal and Torres Strait Islander People in the Classroom	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.
Opportunities for Aboriginal and Torres Strait Islander Students and Children	We commit to providing opportunities for our Aboriginal and Torres Strait Islander students to celebrate their cultural identities. These opportunities positively impact the wellbeing of Aboriginal and Torres Strait Islander students and children, and create shared pride for Aboriginal and Torres Strait Islander cultures, contributions, identities and histories in the wider school community.
My Time, Our Place (School Age Care)	We commit to connecting our vision and plans for reconciliation with the principles, practices and outcomes of the My Time, Our Place Framework. By forming a strong relationship between the two, reconciliation will always be a part of our everyday learning environment.





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.
Teach about Days of National Significance	We commit to incorporating nationally significant days for Aboriginal and Torres Strait Islander peoples and reconciliation into our curriculum to increase knowledge of Aboriginal and Torres Strait Islander histories, cultures, contributions and contemporary issues. We also commit to including Aboriginal and Torres Strait Islander perspectives when teaching about other national days, such as 26 January (Australia Day) and ANZAC Day.
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



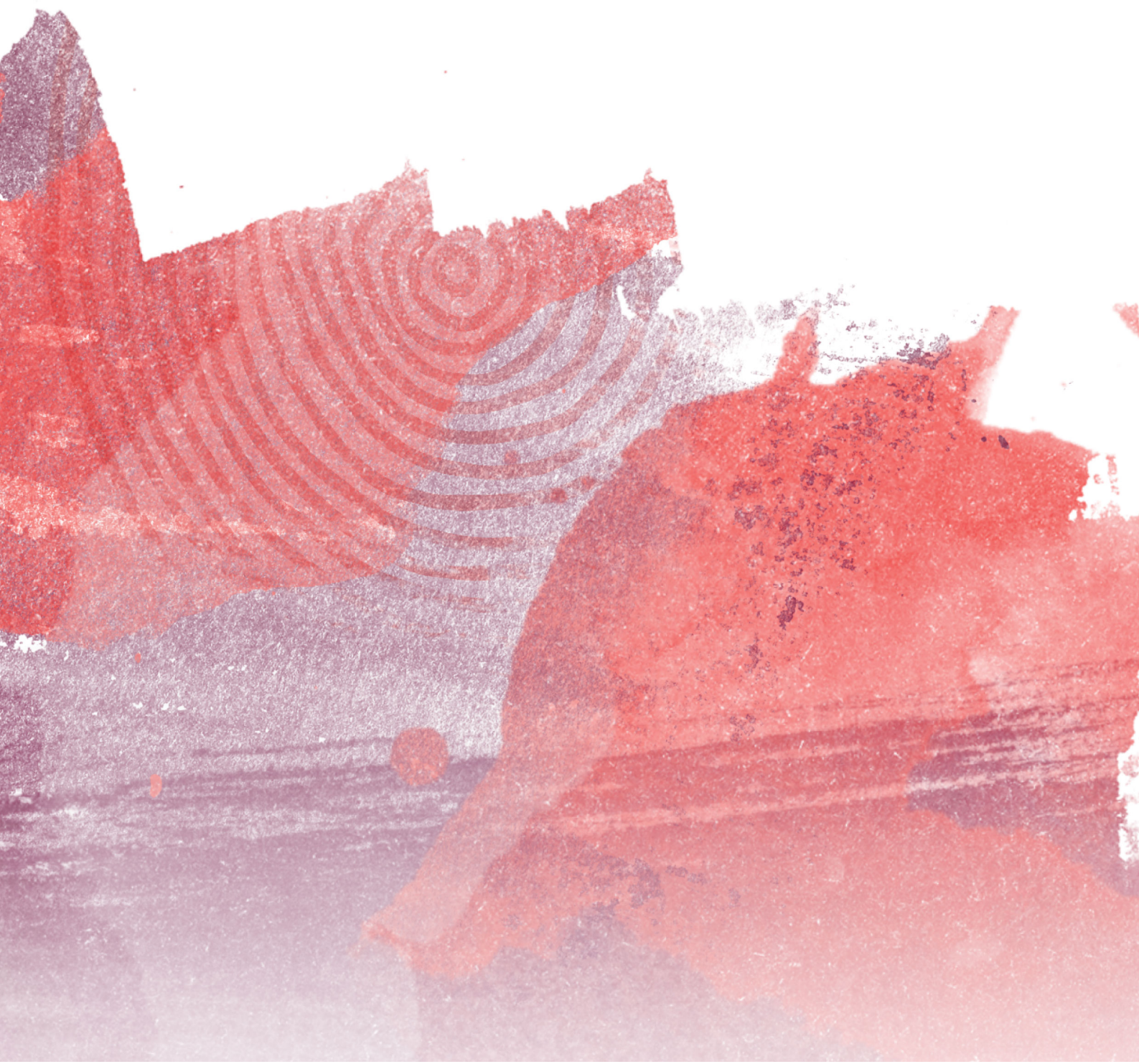
AROUND THE SCHOOL

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



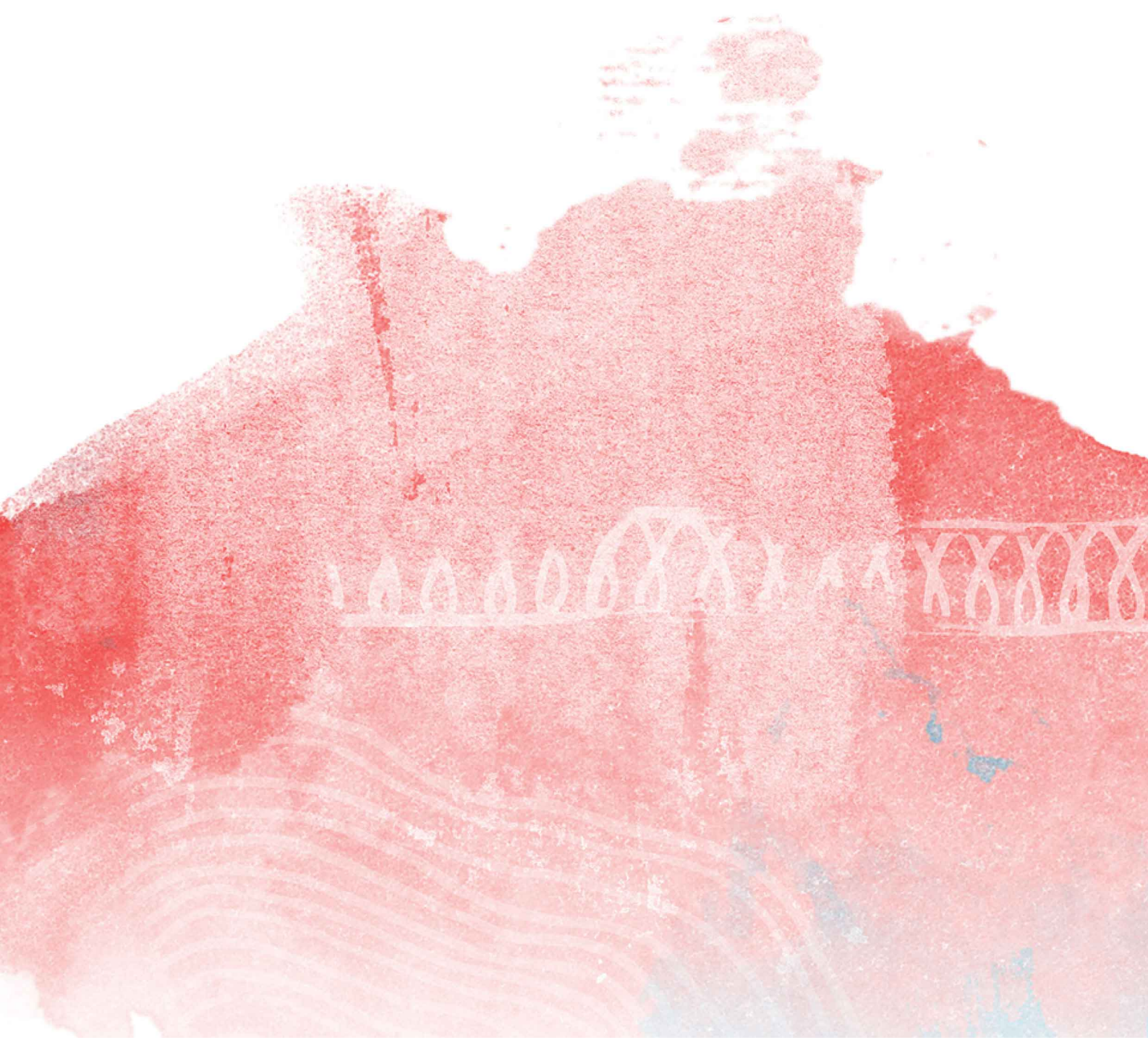
WITH THE COMMUNITY

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.



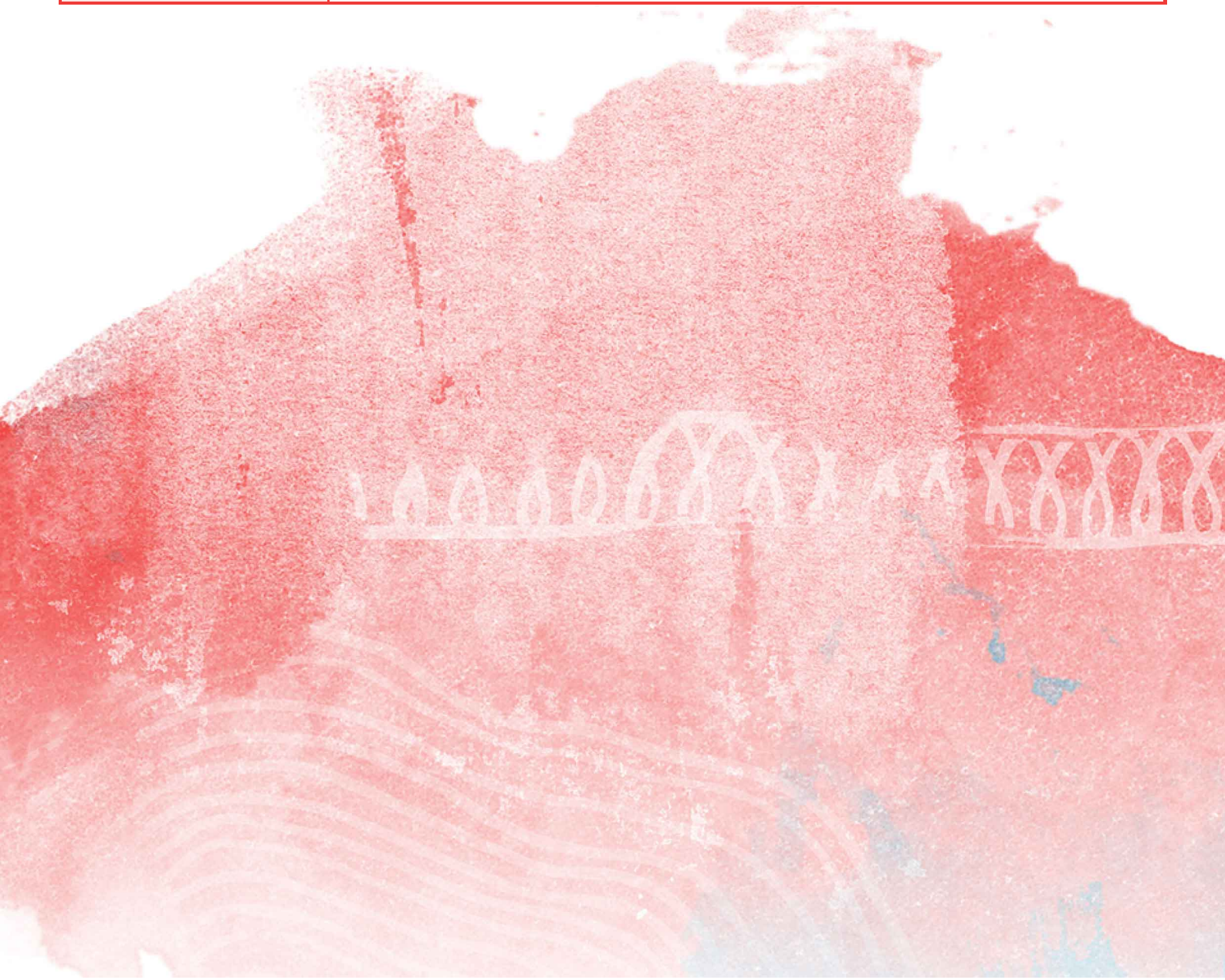


RAP ACTIONS	COMMITMENT
Curriculum Planning	<p>Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum documents have or will be audited 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.

