

Narragunnawali  
Reconciliation in Education

**NAKRA  
GUNNA  
WALI**

# RECONCILIATION ACTION PLAN

Holy Family Catholic Primary School  
October 2021 to October 2022





# CONTENTS

Vision for Reconciliation

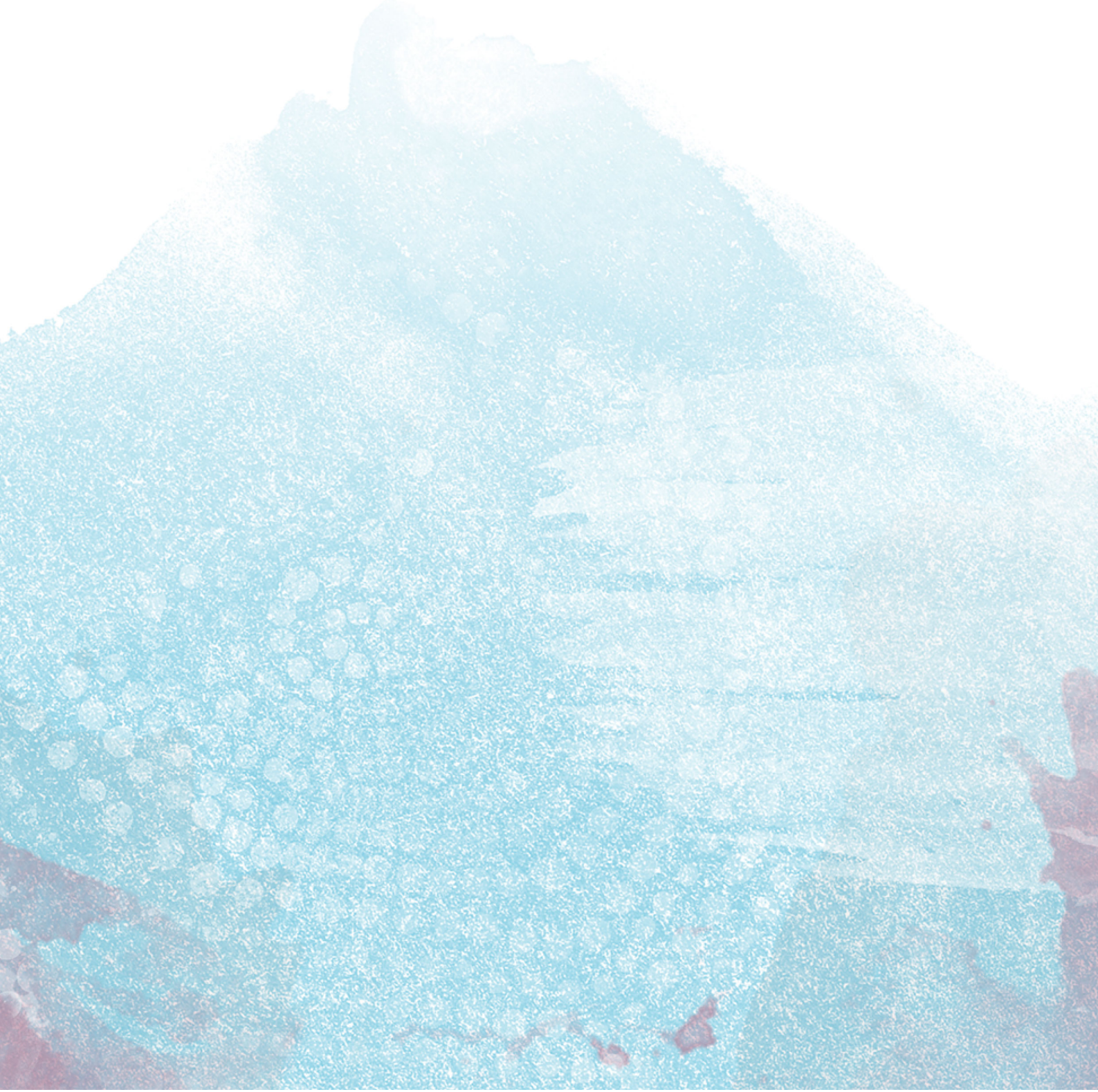
The Working Group

Reconciliation Action Plan (RAP) Actions

Relationships

Respect

Opportunities





## VISION FOR RECONCILIATION

Holy Family Catholic Primary School embraces unity between Aboriginal and Torres Strait Islander peoples and all Australians to ensure greater understanding of Aboriginal and Torres Strait Islander cultures and histories within Australia. We endeavour to also promote a school environment that represents inclusivity.

Our vision is for reconciliation to be achieved at Holy Family Catholic Primary School by showing respect with Aboriginal and Torres Strait Islander peoples, their Land, cultures, spirituality and traditions along with continued emphasis on the education of all students.

To achieve our vision, Holy Family Catholic Primary School will continue to foster strong relationships with Aboriginal and Torres Strait Islander families and the local community. We will work within the school and with outside organisations to ensure all students learn about Aboriginal and Torres Strait Islander perspectives.

## ACKNOWLEDGEMENT OF COUNTRY

Holy Family Catholic Primary School recognises and acknowledges the Larrakia people, and the continuing connection that Aboriginal and Torres Strait Islander peoples have to the Country on which we live, work, learn and grow. We acknowledge the Larrakia people, who are the past, present and future Traditional and Custodial Owners of these Lands where we meet today. We respect the spiritual relationships between the Larrakia people and their Country and acknowledge the continuing importance of their language, heritage and culture. We endeavour to move to a place of equity, justice and partnership together.

Holy Family Catholic Primary School would like to extend that acknowledgement and respect to any Aboriginal and Torres Strait Islander peoples here today.



## RAP WORKING GROUP

Name	Position
Lauren O'Shea	Principal / Director
Stacey Bradshaw	Staff (Indigenous Education Worker)
Jill Malseed	Staff (Indigenous Education Worker)
Buffy Angel	Staff (teaching)
Gail McKillop	Staff (teaching)
Andrew Walter	Staff (teaching)

## RAP SUPPORT NETWORK

Name	Role/Organisation
Desiree Weetra	Holy Family Parent
Jaylene Hill	Holy Family Parent
Shannon Aranui-Motlop	Holy Family Parent
Huia Haerewa	Holy Family Parent
Justine Schmidt	Holy Family Parent
Aaron Motlop	Holy Family Parent



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander People in the Classroom	We are committed to welcoming Aboriginal and Torres Strait Islander people into our classrooms as guests to work alongside our students and children in learning activities. Having an Aboriginal and Torres Strait Islander presence in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing







RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander Representation on Committees	We commit to inviting Aboriginal and Torres Strait Islander staff, parents/carers and community members to be active representatives on our school's committees. We commit to ensuring Aboriginal and Torres Strait Islander perspectives inform decision-making processes by respecting the experiences and knowledge that Aboriginal and Torres Strait Islander peoples can bring to our committees.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing
Cultural Competence for Staff	We will reflect on our current level of cultural competence and provide staff with a range of opportunities to build and extend their knowledge and understanding of Aboriginal and Torres Strait Islander cultures. We also commit to supporting staff to independently seek out and participate in a variety of cultural awareness experiences that assist them on their own journey of understanding.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Welcome to Country	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.	Stacey B, Lauren O, Jill M, Buffy A, Gail M, Andrew W	Ongoing
Celebrate National Reconciliation Week	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.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	27/05/2021 - 03/06/2021
Build Relationships with Community	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.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing



## RELATIONSHIPS



## WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Family and Community Room	We commit to establishing a space in our school for Aboriginal and Torres Strait Islander families and community members to catch up and have a cup of tea, meet with staff, students and children, hold meetings or get together with other community members.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing
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.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing



RESPECT



AROUND THE SCHOOL

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing



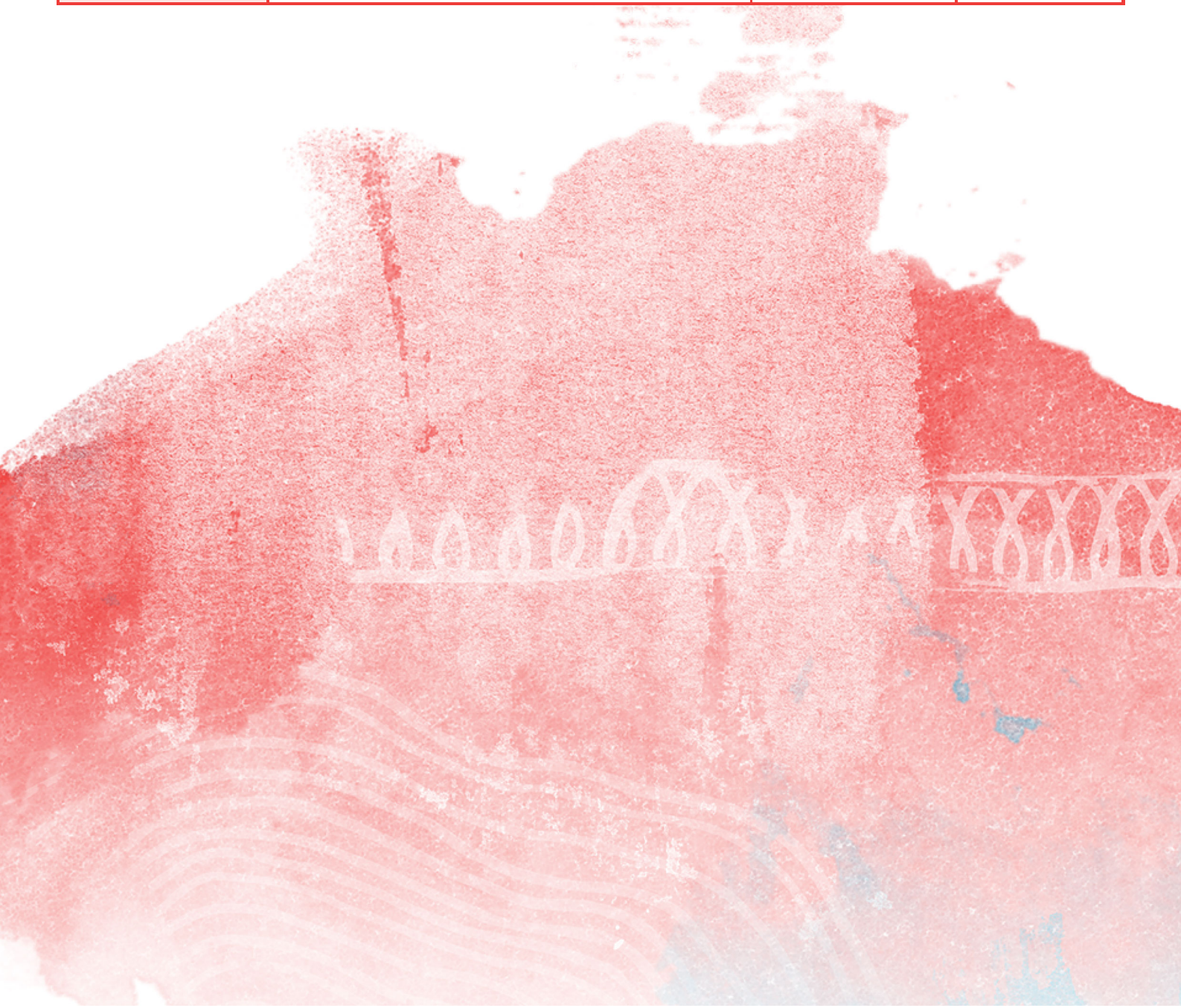


RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander Flags	Our school flies or displays the Aboriginal and Torres Strait Islander flags as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing
Physical Acknowledgement of Country	Our school proudly commits to displaying a physical Acknowledgement of Country as a way of showing awareness of, and respect for, the Aboriginal or Torres Strait Islander Traditional Owners and Custodians of the land on which our school is located.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing
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.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Curriculum Planning	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.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing



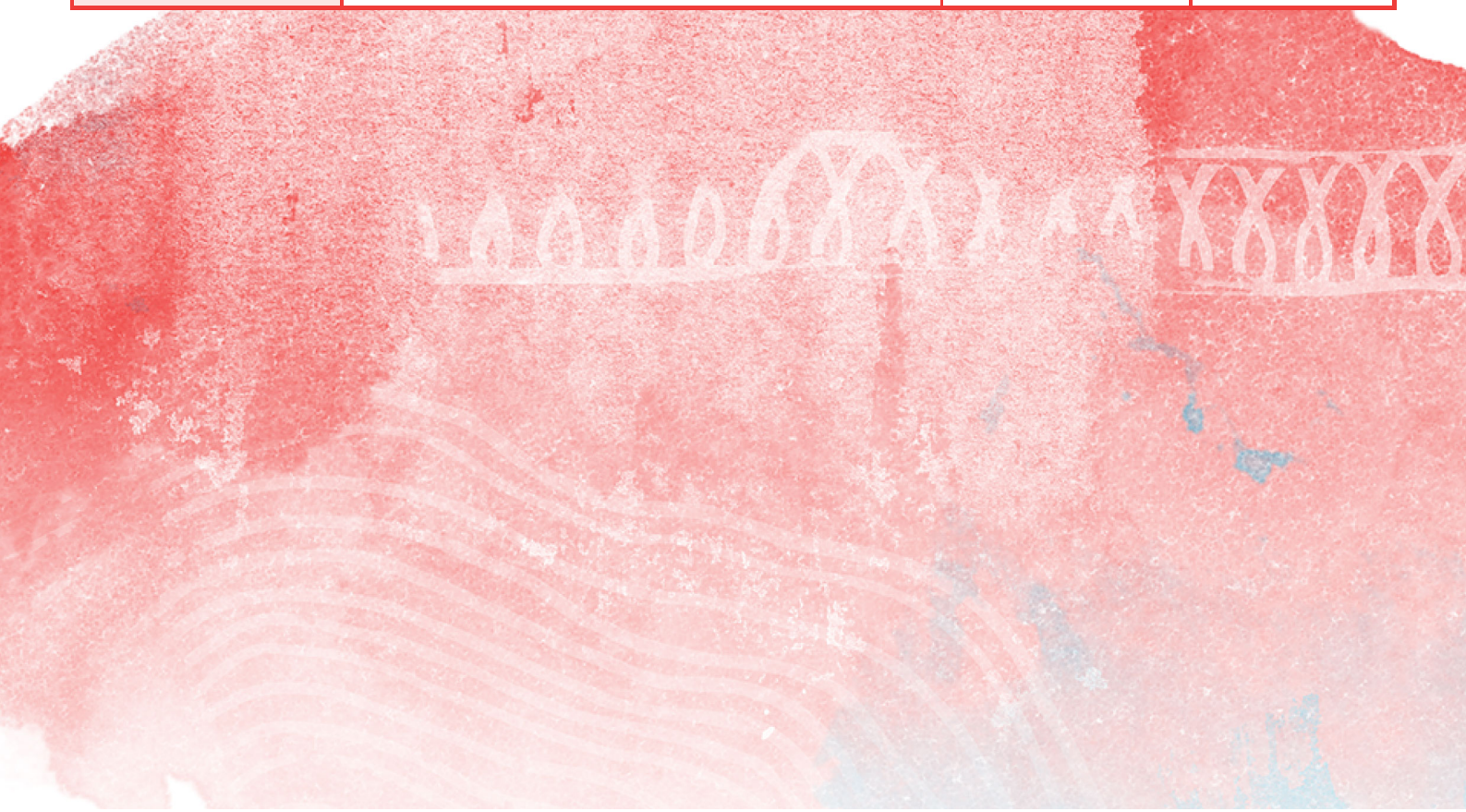


# OPPORTUNITIES



# AROUND THE SCHOOL

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing
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.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing







RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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.	Lauren O, Stacey B, Jill M, Buffy A, Gail M, Andrew W	Ongoing

