



THE
GEELONG
COLLEGE

RECONCILIATION ACTION PLAN

The Geelong College Reconciliation Action Plan (RAP) is our formal statement of commitment to reconciliation approved by Reconciliation Australia.

It has been developed by our RAP Working Group which includes Business Operations staff, teachers, parents, students and community members. We are also indebted to the contributions from Corrina Eccles, Wadawurrung Traditional Owner and the Indigenous families in our community.

What we see in this plan, we aim to do and improve on each day. It is particularly important that our young people take leadership of our country's journey to reconciliation, and it is our role as educators, and as a community to ensure they learn the stories, develop understanding and empathy, and respect the wonderful culture of our First Nations people.



Dr Peter Miller – Principal, The Geelong College

Our Vision for Reconciliation

As a school, we value the rich cultural heritage of Aboriginal and Torres Strait Islander peoples and respect their deep and abiding connection with the Land. We acknowledge in particular the Wadawurrung People as the Traditional Owners of the Land upon which this school is built and with their guidance we seek to further our appreciation of their custodianship of the Land so that we may share this responsibility with them.

The Geelong College also recognises that as a school we are in a privileged position to educate our young people toward a reconciled Australia that aims for unity and equity. As with all students, we are committed to providing equal opportunities for our Aboriginal and Torres Strait Islander students as we aspire for them to find their place in a future which values their unique contribution to a diverse and inclusive society.

Our school motto Be of Courage reminds us that our reconciliation journey requires the courage to look at the past openly and honestly. By acknowledging the injustices perpetuated against our First Nation's peoples, our shared pathway into the future will be strengthened.

The College commits to these key actions from our Reconciliation Action Plan:

Relationships in the classroom

Aboriginal and Torres Strait Islander People in the Classroom

We value the contribution that Aboriginal and Torres Strait Islander people can make to our students' learning and will continue to find opportunities to invite them into our classrooms.



Opportunities for Aboriginal and Torres Strait Islander Students and Children

We will provide opportunities for our Aboriginal and Torres Strait Islander students to celebrate their cultural identities. This will positively impact the well-being of these students and create shared pride for Aboriginal and Torres Strait Islander cultures, contributions, identities and histories in the wider school community.

Relationships around the school

Elders and Traditional Owners Share Histories and Cultures

We value meaningful and ongoing relationships with local Aboriginal and Torres Strait Islander Elders and recognise the Wadawurrung people as the Traditional Owners of the land upon which The Geelong College was built. We hope this relationship can be of mutual benefit, and that our local Elders and Traditional Owners will feel safe and confident to share their historical and cultural knowledge with our staff and students.

Cultural Competence for Staff

We will reflect on our current level of cultural competence and provide staff with a range of opportunities to build their knowledge and understanding of Aboriginal and Torres Strait Islander cultures.

Relationships with the Community

Celebrate National Reconciliation Week

Our school community celebrates National Reconciliation Week by talking about reconciliation in the classroom, at formal events and around the school, as well as celebrating with the community. Sorry Day assemblies are held at each campus.

Build Relationships with Community

We will build mutually respectful, trusting and inclusive relationships with our local Aboriginal and Torres Strait Islander community. We value these relationships and their role in helping to create opportunities for Aboriginal and Torres Strait Islander, and non-Indigenous staff, students, and community members.

Reconciliation Network

We will collaborate in formal external reconciliation networks to support and progress reconciliation initiatives.

Respect in the classroom

Teach about Reconciliation

Our school community will learn about reconciliation in Australia through age appropriate learning activities embedded in the curriculum. We understand that knowledge of the concept, history and progress of reconciliation is an important part of continuing the reconciliation journey.

Explore Current Affairs and Issues

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 will be a priority. This will be done through curriculum delivery, policies and procedures, and will be integrated into the ethos of our school.

Respect around the school

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. Our staff, students and community will 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

Aboriginal and Torres Strait Islander Flags

We fly and display 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.

Take Action Against Racism

We are building awareness of what racism is and its impact. We respond effectively when racism occurs through an anti-racism strategy. Staff and students will learn to understand the link between racism and mental health; and what casual and unconscious racism looks like and its devastating impacts.



Opportunities in the classroom

Curriculum Planning

We have undertaken a full audit of the curriculum to highlight where further opportunities exist to embed Aboriginal and Torres Strait Islander history and culture into the curriculum.

Opportunities around the school

Inclusive Policies

Our policies and procedures will reflect inclusive language and culturally safe practices

Staff Engagement with RAP

The RAP needs to be a living document which will be updated regularly and built into the narrative of the College. Opportunities for this to develop will be available at seminar days and staff meetings as well as in "incidental" conversations.

Opportunities with the community

Local Sites, Events and Excursions

We will expand the opportunities for staff and students to visit and understand local sites of significance to the Wadawurrung people.

The full Geelong College Reconciliation Action Plan can be found at www.geelongcollege.vic.edu.au/the-college/reconciliation-action-plan.





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