

Narragunnawali
Reconciliation in Education

**NAKRA
GUNNA
WALI**

RECONCILIATION ACTION PLAN

Geelong College

December 2021 to December 2022



RECONCILIATION
AUSTRALIA

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Vision for Reconciliation

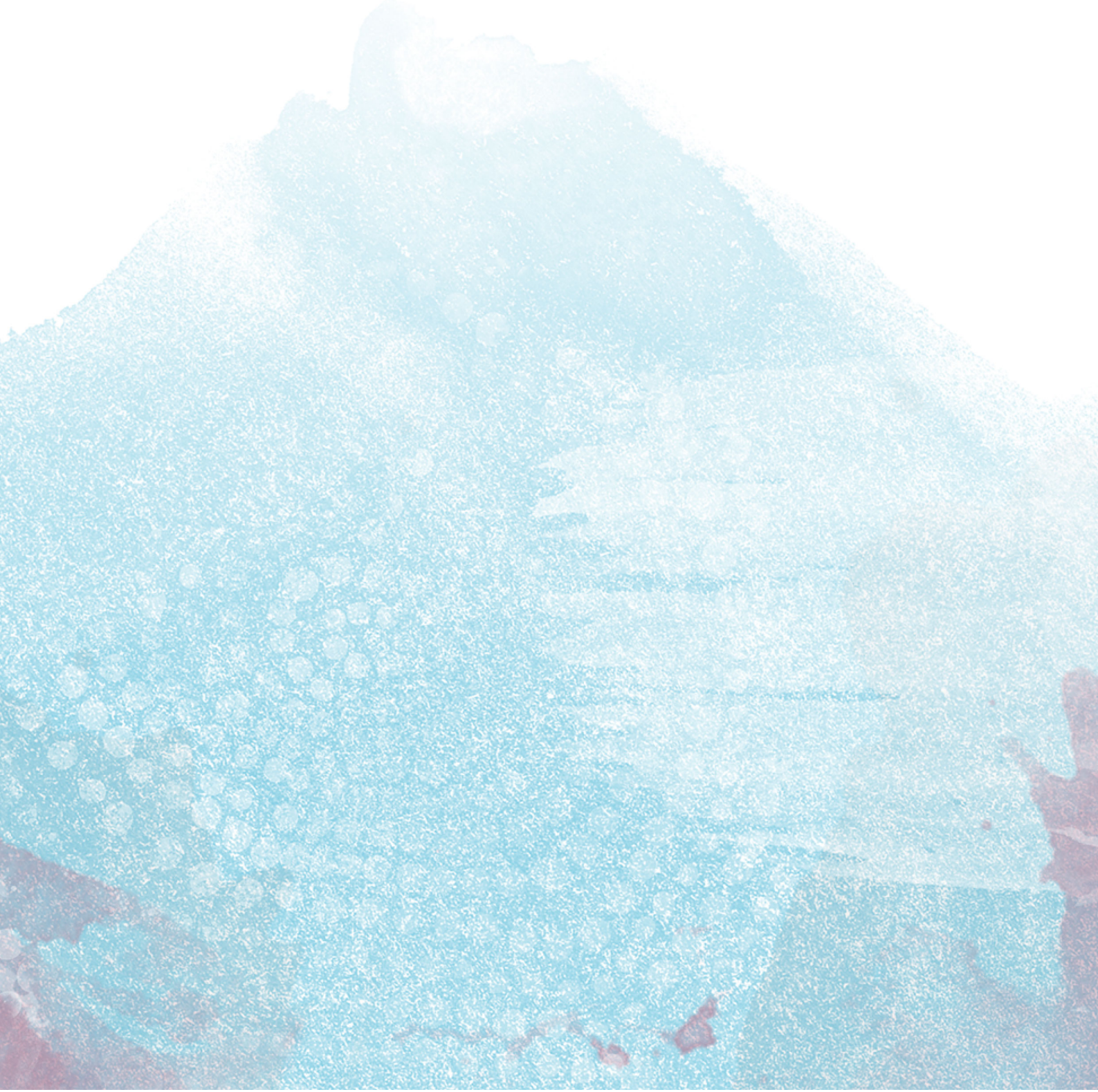
The Working Group

Reconciliation Action Plan (RAP) Actions

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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 of the Kulin Nation 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, equity and equality. 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 contributions to a diverse and inclusive society.

Our school motto ***Be of Courage: This is the way to the stars*** reminds us that our reconciliation journey requires the courage to look at the past openly and honestly and by acknowledging the injustices perpetrated against First Nation's Peoples, our shared pathway into the future will be strengthened.

This Reconciliation Action Plan has been developed in consultation with staff, students, parents and the wider community. Its development reflects our responsibility to our Aboriginal and Torres Strait Islander students, their families and communities, the Wadawurrung people and to all Australia's First Nations Peoples.

The three components of the plan: Respect, Relationships and Opportunities have allowed us to critically evaluate our actions as well as celebrate the progress we have made thus far. Most importantly it will be our guide for the future to ensure that our contribution to reconciliation is on-going, meaningful and authentic.

ACKNOWLEDGEMENT OF COUNTRY

Acknowledgement of Country

The Geelong College values 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 of the Kulin nation as the Traditional Owners of the Land upon which this school is built. With their guidance we seek to further our appreciation of their custodianship of the Land so that we may share this responsibility with them. We also acknowledge all Aboriginal and Torres Strait Islander people who have joined us today.



RAP WORKING GROUP

Name	Position
Coral Turner	Staff (non-teaching)
Kellie-Jane Winter	Staff (teaching)
Jo Pankridge	Staff (teaching)
Nick Eley	Staff (teaching)
JOHN Henderson	Staff (teaching)
Anne Clennett	Staff (teaching)
Nicole Ryan	Parent/carers
Jane Sampson	Staff (teaching)
Lisa Couzens	Staff (non-teaching)
Bernadine Shier	Staff (teaching)
Leanne McCartney	Staff (non-teaching)
Bryan Harris	Staff (non-teaching)
Rhonda Browne	Staff (teaching)
Diane Black	Staff (non-teaching)
Joan Gill	Principal / Director
Julie Bickett	Staff (teaching)
Steve Wright	College Chaplain
Helen Midgely	Staff (non-teaching)
Rebecca Kelly	Staff (teaching)
Vicki Grosser	Staff (non-teaching)
Sam Kenny	Staff (non-teaching)
Edie Wright	Parent/carers
Nicole Roache	Staff (non-teaching)
Karen Sunderland	Staff (teaching)
Anita Dye	Staff (teaching)
Kate Sculley	Staff (non-teaching)
Leanne Earl	Staff (teaching)
Ros Molyneux	Staff (teaching)



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.	Joan G, Ros M	Ongoing
Early Years Learning Framework - Early Learning Specific	We commit to seeking out meaningful connections between our vision and plans for reconciliation and the principles, practices and outcomes of the Early Years Learning Framework. Establishing a strong relationship between the two will ensure reconciliation is meaningfully embedded in everyday early learning environments.	Joan G, Ros M	Not Set
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.	Joan G, Ros M, Lisa C, Jane S	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.	Joan G	Ongoing
Elders and Traditional Owners Share Histories and Cultures	We are committed to forging a meaningful and ongoing relationship with local Aboriginal and Torres Strait Islander Elders, and people recognised in their community as Traditional Owners. 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, students and children.	Joan G, Ros M, Edie W, Lisa C	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.	Joan G, Edie W, Vicki G, Lisa C	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Reconciliation Projects	Our school will collaborate on projects that visibly and authentically embed Aboriginal and Torres Strait Islander histories and cultures in learning programs and the physical environment. Through this culture of collaboration across the school and with the community, we commit to creating an environment where young people, staff and community members acknowledge, respect and experience connection to the First Australians.	Lisa C	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.	Joan G, Ros M, Leanne E, Lisa C	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.	Joan G, Ros M, Leanne E, Lisa C	27/05/2022 - 03/06/2022
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.	Joan G, Ros M, Vicki G, Lisa C	Ongoing

RELATIONSHIPS



WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Cultural Competence for Students and Children	We will develop our everyday program to ensure it provides children and students with explicit opportunities to build their knowledge and understanding of Aboriginal and Torres Strait Islander cultures, within and beyond the classroom. This commitment extends to the inclusion of cultural competence principles, fostered in teachers and educators, in the ethos of our classrooms and across our school.	Joan G, Rhonda B, Ros M	Ongoing
Reconciliation Network	We commit to establishing or joining formal external reconciliation networks to mutually support and collaboratively progress reconciliation initiatives.	Joan G, Vicki G, Lisa C	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.	Joan G, Ros M, Kellie-Jane W	Ongoing
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.	Joan G, Ros M, Lisa C	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.	Joan G, Ros M, Leanne E, Anita D, Nicole R, Edie W, Vicki G, Rebecca K, Lisa C, Jane S	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.	Joan G, Lisa C	Ongoing
Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures	We commit to demonstrating our respect for Aboriginal and Torres Strait Islander histories and cultures in the physical environment of our school. We understand that making our respect visible in the learning environment through the incorporation of meaningful, relevant and culturally appropriate art, artefacts and symbolism reinforces our work toward reconciliation. It also makes our intentions and actions clear to our students, parents and the broader community.	Joan G, Ros M, Edie W, Lisa C	Ongoing

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Care for Country	We commit to actively connecting with, and caring for, the Country/place on which our school stands. This involves respectfully learning about Aboriginal and Torres Strait Islander perspectives, philosophies and practices about caring for Country/place, as well as physically demonstrating respect for the skies, waterways and Land on which we live and learn. We will consider First Nations perspectives as part of broader sustainability plans, policies and practices. This will reinforce the meaningful and continuous connections Aboriginal and Torres Strait Islander peoples have continued to have with Country/place since time immemorial, as well as provide positive opportunities for all members of our educational community to become socially and environmentally responsible citizens who display a growing awareness of the importance of First Nations land management and sustainability.	Joan G, Ros M, Rhonda B, Lisa C	Ongoing

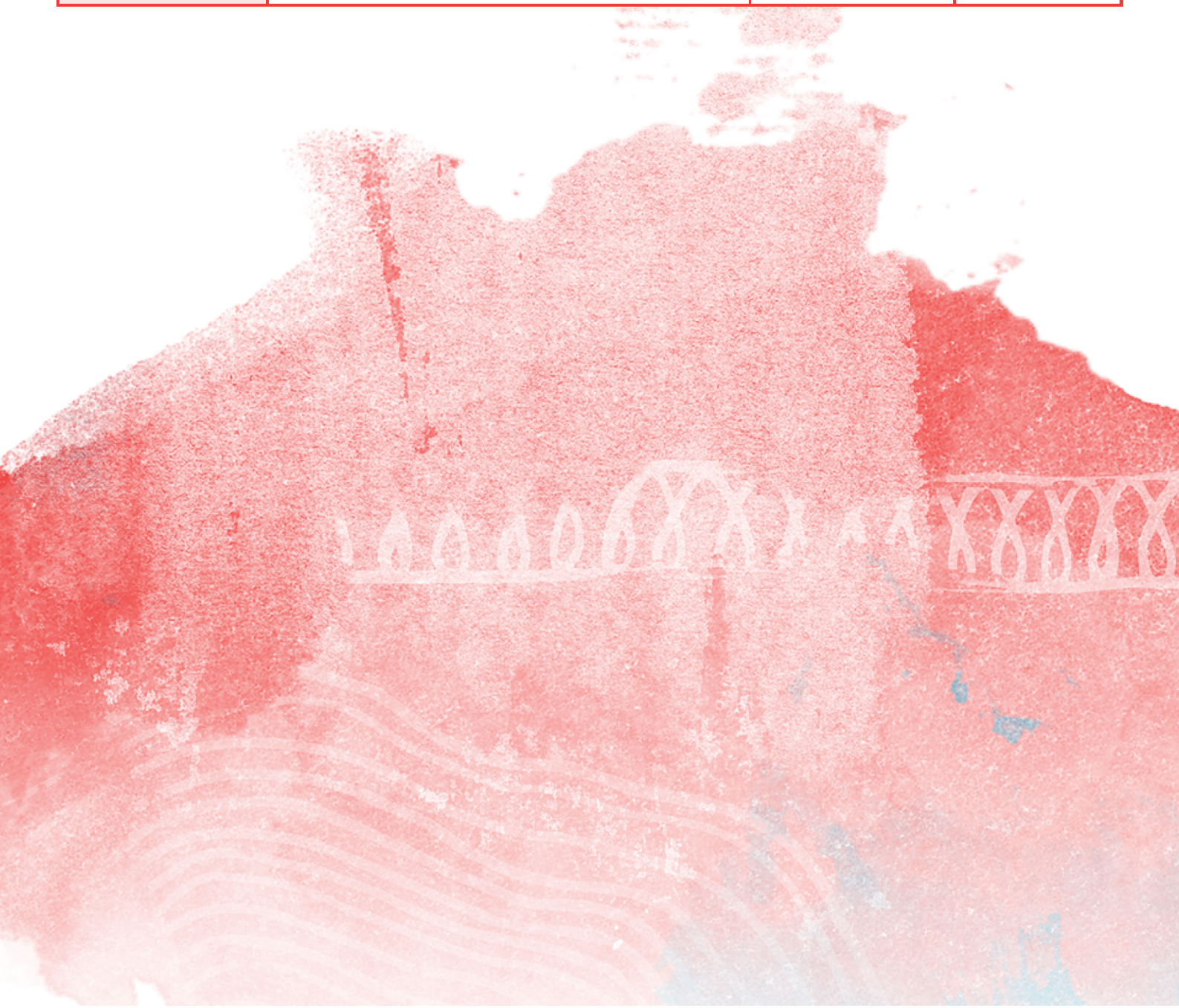




RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander Flags	Our school flies or displays the Aboriginal and Torres Strait Islander flags as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.	Joan G, Ros M	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.	Joan G, Leanne E, Steve W	Ongoing

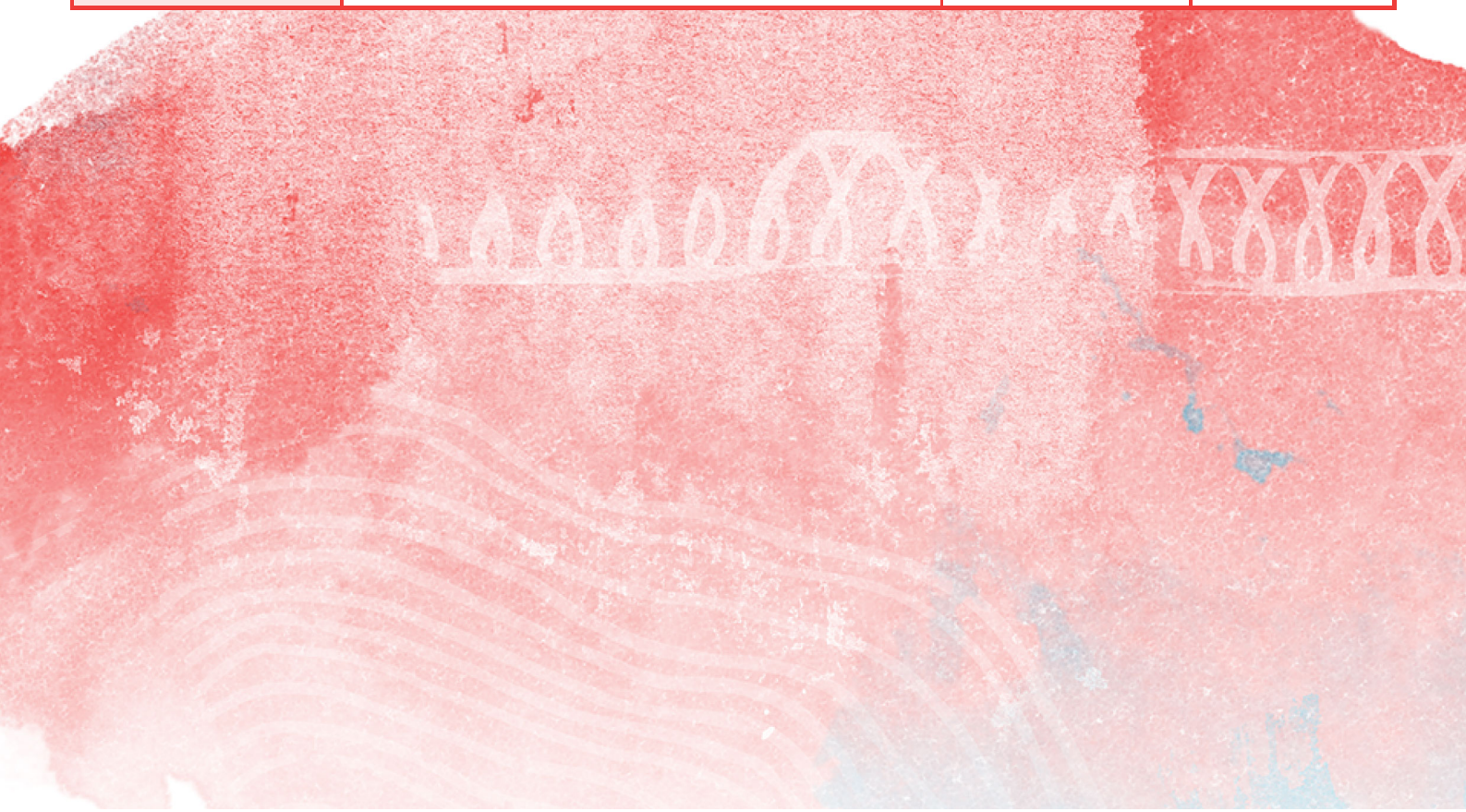


RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Curriculum Planning	Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum documents have or 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.	Joan G, Ros M	Ongoing





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.	Joan G, Ros M	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.	Joan G, Ros M, Lisa C, Jane S	Ongoing



OPPORTUNITIES



WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Local Sites, Events and Excursions	We commit to learning more about the Aboriginal and Torres Strait Islander histories, cultures and contributions of the Country on which we live, work, learn and play, by working with the local Aboriginal and Torres Strait Islander community to learn about events of historical and cultural significance and visit appropriate sites.	Joan G, Ros M, Lisa C, Jane S	Ongoing
Employment Strategy	We commit to the development and implementation of an Aboriginal and Torres Strait Islander employment strategy. This will assist in attracting Aboriginal and Torres Strait Islander candidates to vacancies, as well as supporting current Aboriginal and Torres Strait Islander employees.	Joan G	Ongoing
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.	Joan G, Ros M	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Support Aboriginal and Torres Strait Islander Owned Businesses	We promote supplier diversity and support Aboriginal and Torres Strait Islander owned businesses and their employees through the procurement of goods and services related to our RAP, as well as our general business. We maintain a list of local, regional, state-based and national Aboriginal and Torres Strait Islander owned businesses to accompany procurement policies and procedures.	Joan G, Nicole R	Ongoing

