

Narragunnawali  
Reconciliation in Education

**NAKRA  
GUNNA  
WALI**

# RECONCILIATION ACTION PLAN

Immaculate Heart of Mary School  
April 2023 to April 2024



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## VISION FOR RECONCILIATION

At Immaculate Heart of Mary School Brompton we take our inspiration from our Heart Spirituality and by striving to be *God's Heart Here on Earth*.

Through our Charism of the Missionaries of the Sacred Heart, we aspire to make our world a better place and develop rich and positive relationships with Aboriginal and Torres Strait Islander peoples. We foster the importance of engaging with First Nations' histories and cultures through our curriculum, prayer, symbols and liturgy.

We are people who care about and are committed to working in partnership with Aboriginal and Torres Strait Islander peoples to increase respect, reduce prejudice and strengthen equality and equity in educational opportunities.

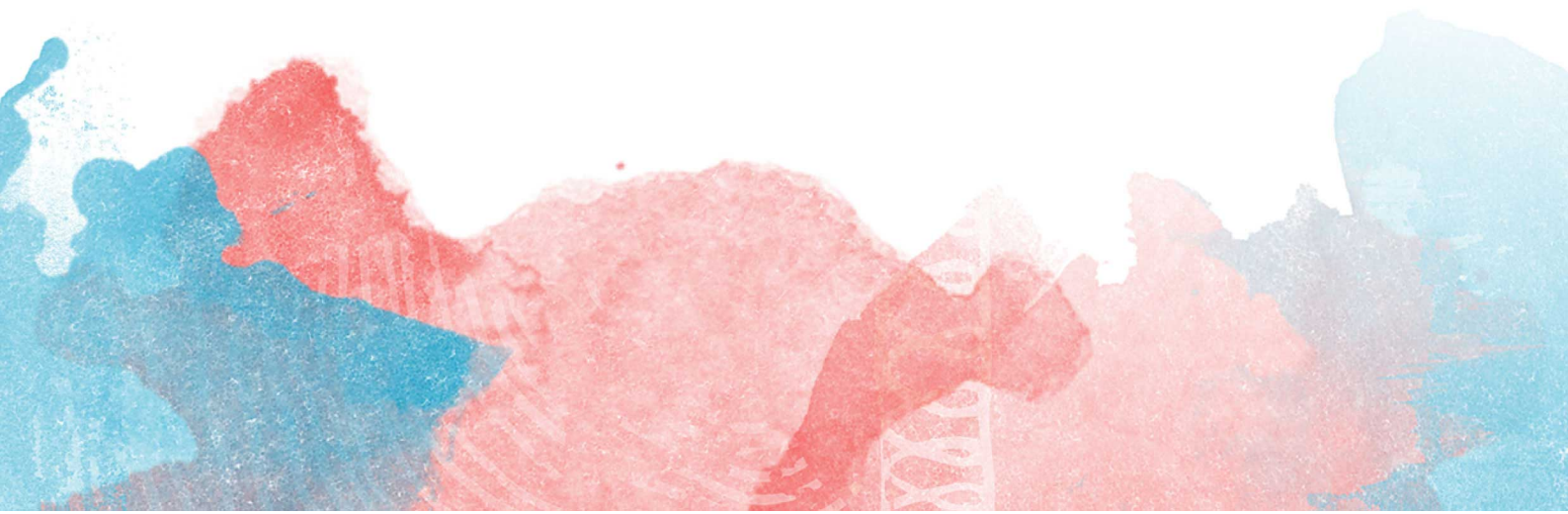
We shape people of the future, who reflect on the past, look to the present and forward to the future to interact, live, work and learn together in harmony with Aboriginal and Torres Strait Islander peoples.

We are a thriving community of capable learners, leaders for the world God desires and are passionate about the need to engage in vibrant learning experiences, which deepen our understanding of Aboriginal and Torres Strait Islander peoples.

We are people of love, hope, justice, connectedness and inclusivity, who dream of a reconciled Australia where Aboriginal and Torres Strait Islander peoples, alongside non-Indigenous Australians are treated with dignity and respect, and given equal and equitable opportunities to achieve success.

## ACKNOWLEDGEMENT OF COUNTRY

**We acknowledge that we are meeting on the Traditional Country of the Kurna people of the Adelaide Plains. We recognise and respect their cultural heritage, beliefs and relationship with the Land. We acknowledge that they are of continuing importance to the Kurna people living today and we pay our respects to Elders past, present and future.**



## RAP WORKING GROUP

<b>Name</b>	<b>Position</b>
Suzie Wallace	Staff (teaching)
Annette Diassinias	Principal / Director
Alex Ferrier	Staff (teaching)
Antonia Papazaharoudakis	Staff (teaching)
Sonia Bianco	Staff (teaching)
Catherine Hulley	Staff (teaching)
Kelsey Thompson	Staff (teaching)
Sophie Mihelios	Staff (teaching)
Rachel Belperio	Staff (non-teaching)
Carmel Johnston	Staff (non-teaching)
Angela Vagionas	Staff (non-teaching)
Isaac Landolfi	Staff (teaching)
Lucy Maybe	Staff (teaching)
Astrid Powell	Staff (teaching)
Tom Pearce	Staff (non-teaching)
Paula Clark	Staff (teaching)



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>
<p>Opportunities for Aboriginal and Torres Strait Islander Students and Children</p>	<p>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.</p>



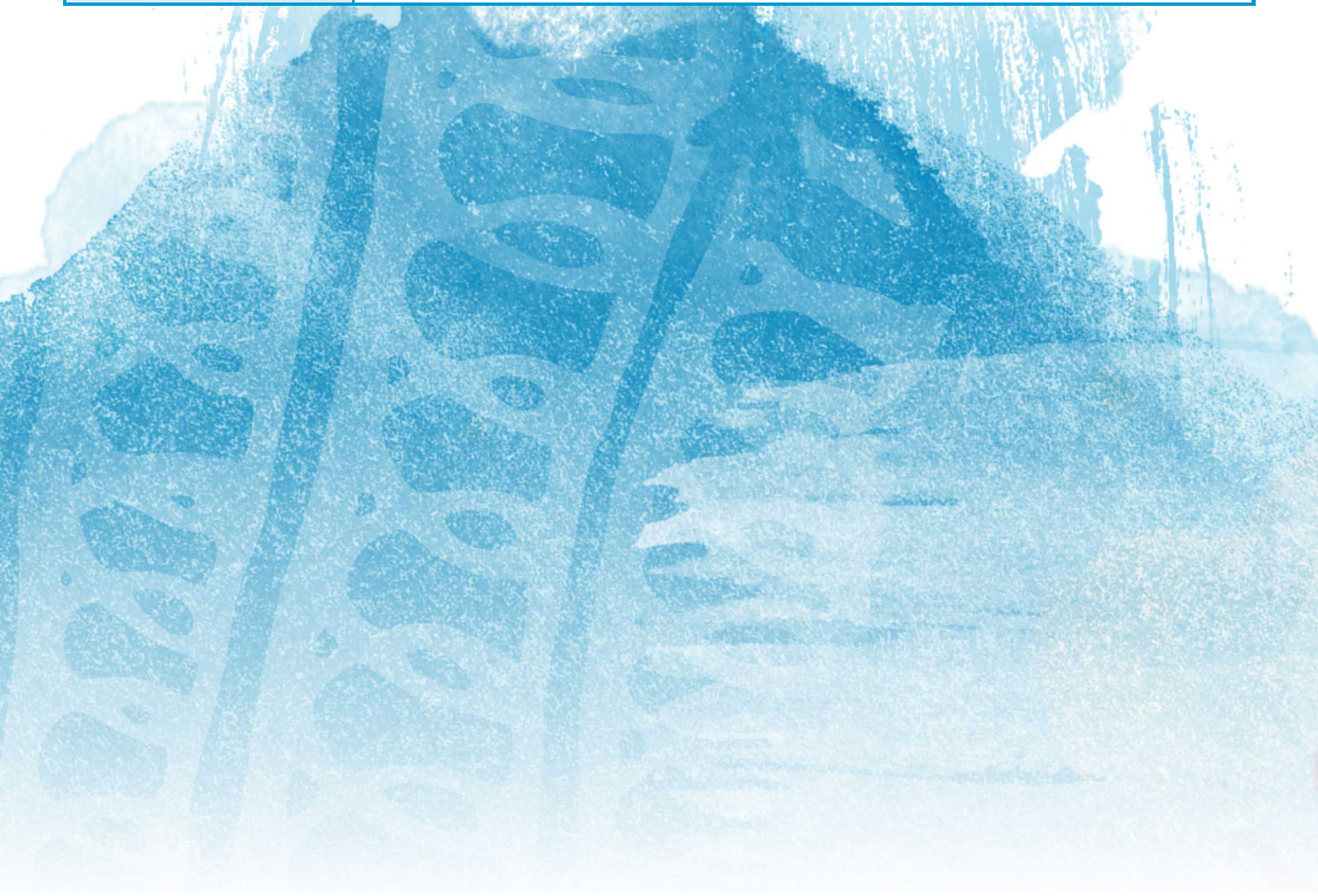


RAP ACTIONS	COMMITMENT
Cultural Responsiveness for Staff	Staff are supported to reflect on and build their cultural responsiveness to improve their practice and best support the needs of Aboriginal and Torres Strait Islander students. Staff are provided with a range opportunities to build their knowledge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





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
<p>Cultural Responsiveness for Students and Children</p>	<p>Our everyday program will have ways for children and students to learn about Aboriginal and Torres Strait Islander perspectives, contributions and cultures, in and outside the classroom. We will include cultural responsiveness principles our students and children have learned in the ethos of our classrooms and across our school.</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.





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.
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.

RESPECT



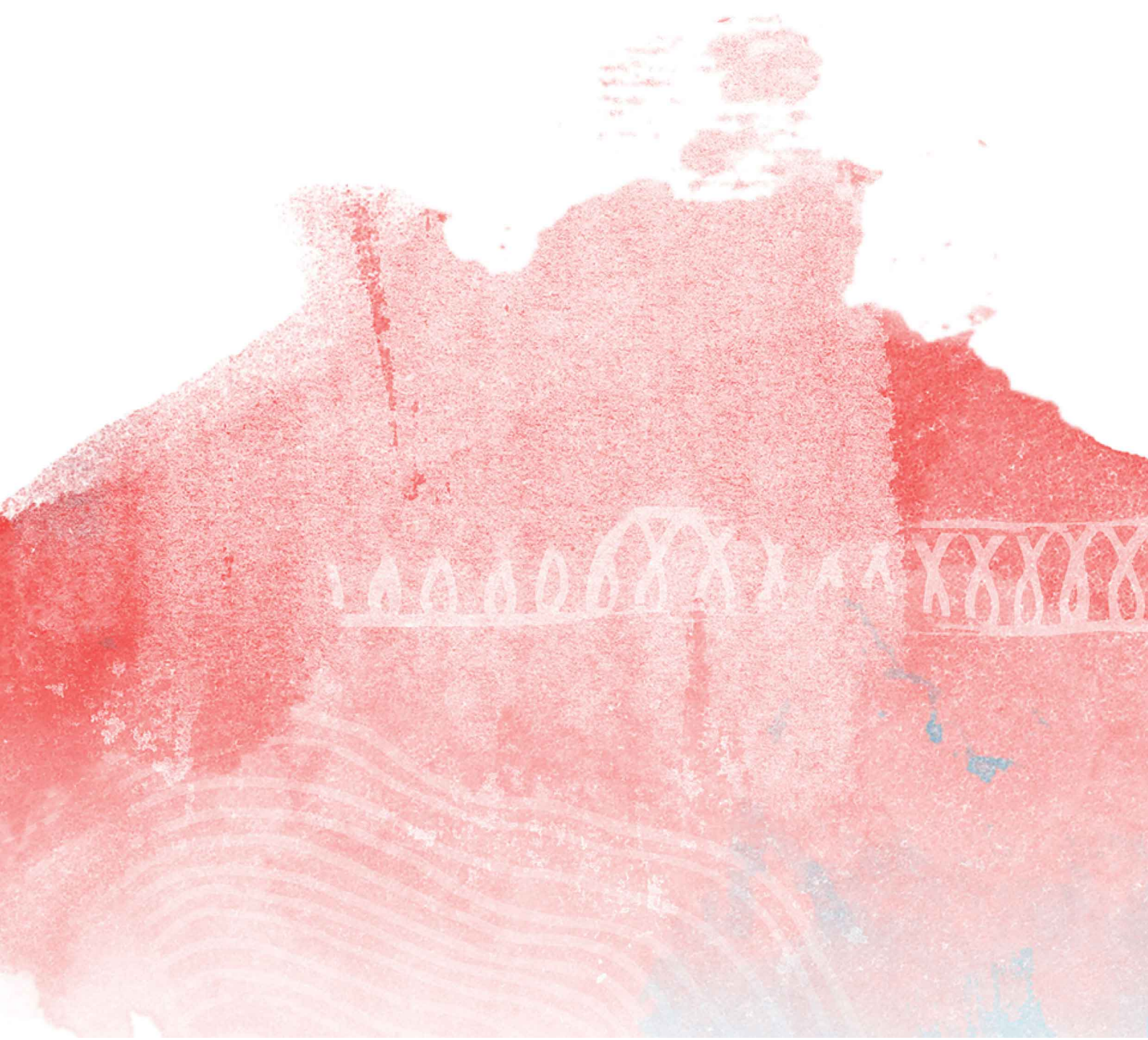
WITH THE COMMUNITY

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.



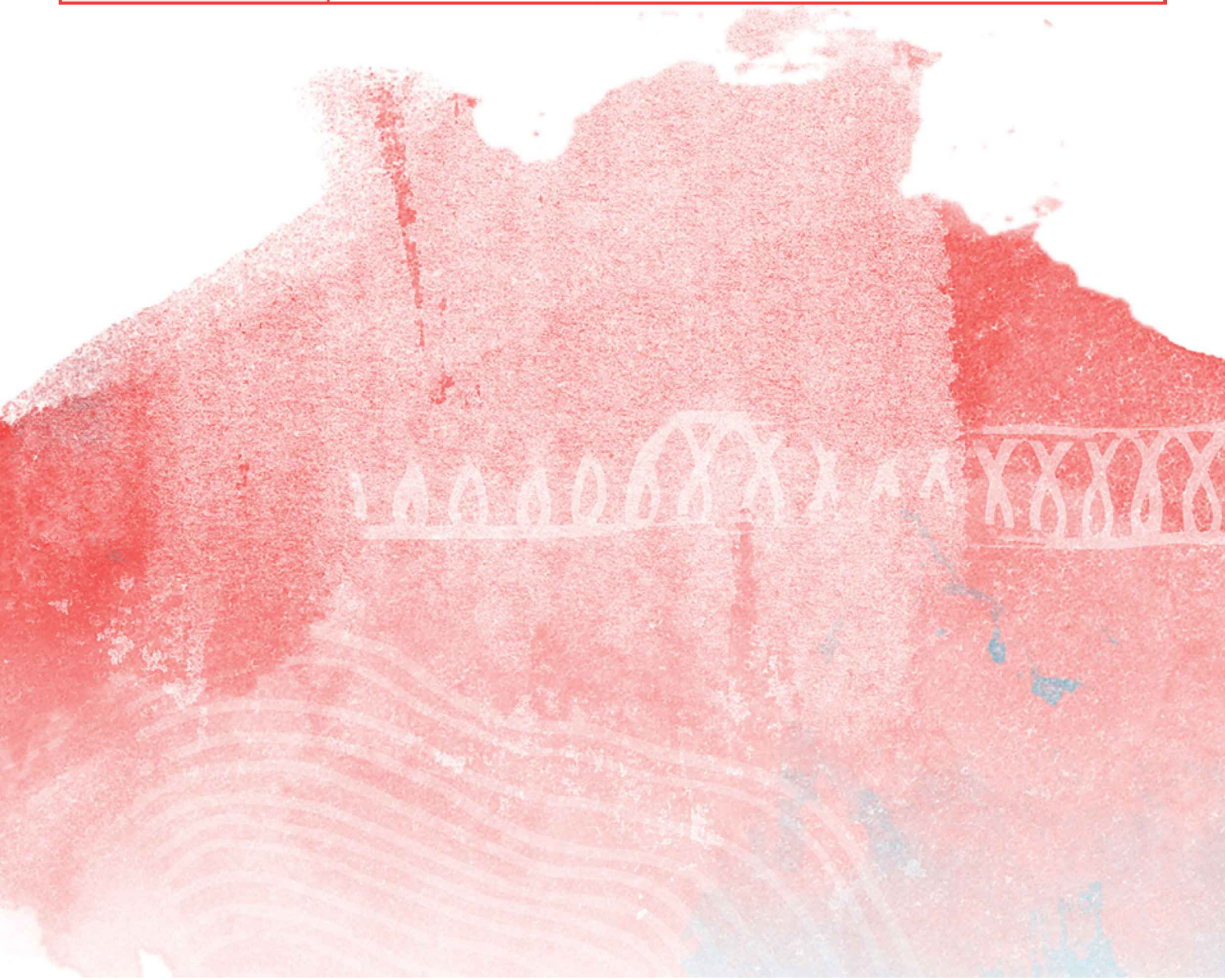


RAP ACTIONS	COMMITMENT
Curriculum Planning	<p>Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum documents have or will be audited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





RAP ACTIONS	COMMITMENT
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.
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.

