

Narragunnawali
Reconciliation in Education

**NAKRA
GUNNA
WALI**

RECONCILIATION ACTION PLAN

St Paul's College

June 2024 to June 2025



RECONCILIATION
AUSTRALIA

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VISION FOR RECONCILIATION

At St Paul's College we are committed to actively listening to and empowering the voices of all Aboriginal and Torres Strait Islander peoples within our school community. We support all students to follow in the footsteps of Edmund Rice being guided by our values of faith, relationships, excellence and diversity. Reconciliation at St Paul's is a priority and grounded by our touchstones of inclusive community, liberating education, justice and solidarity and gospel spirituality. We endeavour to walk in solidarity with First Nations communities creating a place of equal and equitable opportunity and inclusivity where each Aboriginal and Torres Strait Islander voice is respected, heard and valued.

St Paul's staff are dedicated to supporting all students to become active participants and voices of reconciliation, informed by the cultures and perspectives of the local First Nations community. We strive to develop capable learners, informed by the voices and perspectives of the First Nations people in our community. We are committed to truth-telling, acknowledging and sharing true histories within our classrooms, and continuing to seek opportunities to build and maintain positive relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous people.

As a College, we endeavour to respectfully embed Aboriginal and Torres Strait Islander cultures, histories and perspectives within our community. We aim to develop respectful students who actively engage in opportunities to develop their knowledges of First Nations perspectives and cultural diversity, whilst initiating and leading reconciliation in the wider community. We support our students to become advocates against racism, leaders in the promotion of social justice for all and to connect with community to practice their faith through actions.

We believe that reconciliation will lead to a more unified nation with the voices and perspectives of First Peoples heard, valued and respected.

ACKNOWLEDGEMENT OF COUNTRY

The St Paul's College community acknowledges that our school is situated on the Traditional Lands of the Kurna People. We acknowledge Aboriginal and Torres Strait Islander peoples visiting from other Traditional Lands and encourage them to play on, laugh within and deeply care for the Kurna plains.

We live on this Land with pride and joy, considering cultural responsiveness for all First Nations peoples past, present, and emerging.

We respect all Aboriginal and Torres Strait Islander Ancestors. We understand the importance of ongoing connections for future generations to their Country, cultures, beliefs and languages.

We acknowledge the work done by past generations and celebrate their contributions which have paved the way for future leaders.

We deeply care for, and respect, Kurna Land, acknowledging the contributions of past generations that have paved the way for leaders to share their cultures, knowledges, and beliefs to the next generations.

RAP WORKING GROUP

Name	Position
Paul Belton	Principal / Director
Alexandra Harrison	Staff (teaching)
Brandon Jackson-Martin	Staff (Indigenous Education Worker)
Nicholas Gillard	Staff (non-teaching)
Campbell Burton	Staff (teaching)
Christabella Iuliano	Staff (teaching)
Stephanie Singh	Parent/carer
Claudia Lamberto	Staff (non-teaching)
Josh Foulis	Staff (teaching)
Frank Ranaldo	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.



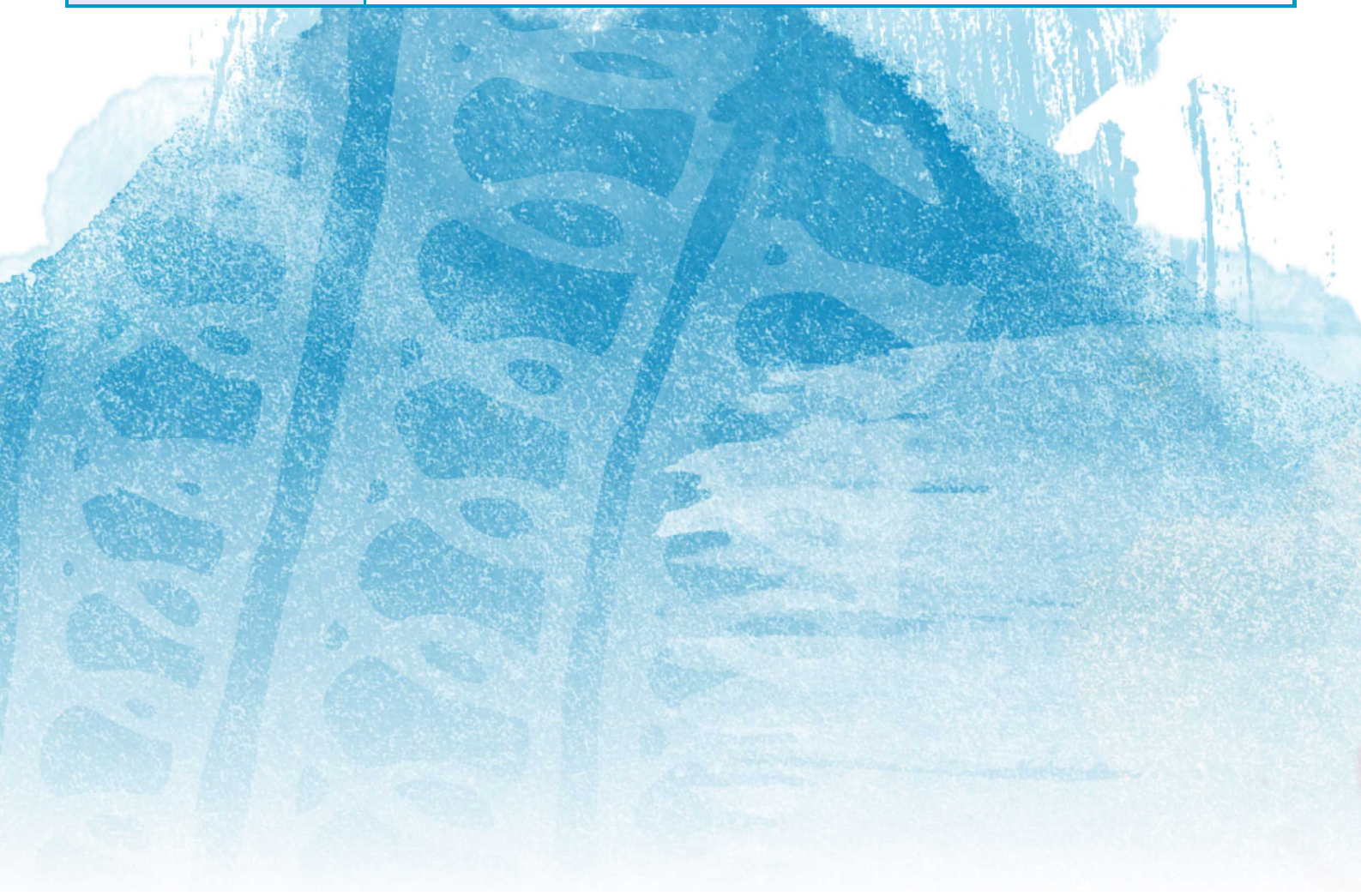


RAP ACTIONS	COMMITMENT
Cultural Responsiveness for Staff	We are supported to reflect on and build our cultural responsiveness to improve our practice and best support the needs of Aboriginal and Torres Strait Islander students. We are provided with a range of opportunities to build our knowledge and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





RAP ACTIONS	COMMITMENT
Welcome to Country	Where appropriate, significant events at our early learning service 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 the Land.
Celebrate National Reconciliation Week	Our early learning service 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.
Build Relationships with Community	We commit to forming ongoing relationships with our local Aboriginal and Torres Strait Islander community. Our relationships will be built on mutual respect, trust and inclusiveness. We value these relationships and the way they make opportunities for Aboriginal and Torres Strait Islander and non-Indigenous staff, students, children and the community.





RAP ACTIONS	COMMITMENT
Teach about Reconciliation	Our early learning service 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 early learning service's RAP by positioning it within the broader story of reconciliation in Australia.
Explore Current Affairs and Issues	We commit to knowing the news and being responsive to current issues significant to Aboriginal and Torres Strait Islander peoples and the process of reconciliation. We will do this through delivering our curriculum, policies and procedures, and integrating it into the way our early learning service operates.



RESPECT



AROUND THE SCHOOL

RAP ACTIONS	COMMITMENT
Acknowledgement of Country	Our early learning service 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 early learning service flies/displays the Aboriginal and Torres Strait Islander flag at your early learning service to demonstrate respect and recognition for the histories, cultures and contributions of the First Peoples of Australia. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.
Take Action Against Racism	We will raise awareness of racism, its impacts and how to respond effectively when it happens. We will do this through an anti-racism strategy tailored to the needs of our early learning service.



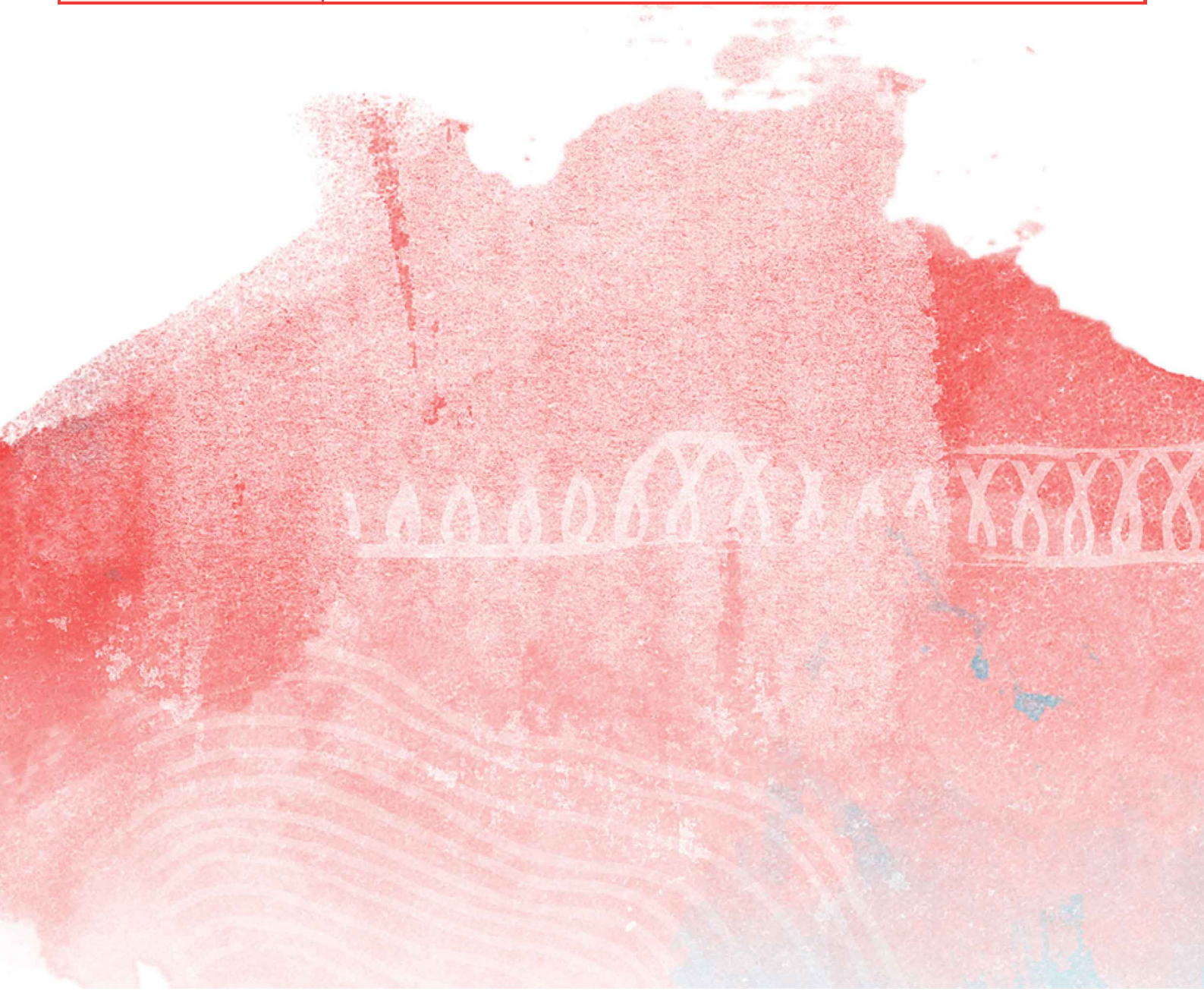


RAP ACTIONS	COMMITMENT
Curriculum Planning	Aboriginal and Torres Strait Islander histories and cultures are a key, ongoing part of curriculum planning, development and evaluation across all year levels and learning areas. We will review curriculum documents to find out where we include Aboriginal and Torres Strait Islander histories and cultures, and to what extent and where we could include Aboriginal and Torres Strait Islander histories, cultures and contributions in the curriculum.





RAP ACTIONS	COMMITMENT
Inclusive Policies	All staff at early learning service are aware of policies referring to improving educational outcomes for Aboriginal and Torres Strait Islander people and building knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. When internal policies are reviewed and developed, we will ensure that they are inclusive of Aboriginal and Torres Strait Islander peoples and perspectives, and that there is a plan in place to ensure that all staff comply with these policies in their daily practice.
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 early learning service. 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.

